



2022-2023

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.



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On the cover:

Gathering pipeline right-of-way
restoration in North Dakota.

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ONEOK, Inc. (NYSE: OKE) is a leading midstream service provider and owns one of the nation's premier natural gas liquids (NGL) systems, connecting NGL supply in the Rocky Mountain, Permian and Mid-Continent regions with key market centers and owns an extensive network of gathering, processing, fractionation, transportation and storage assets. ONEOK is a Fortune 500 company headquartered in Tulsa, Oklahoma, and is included in the S&P 500.





Letter to Our Stakeholders



To Our Stakeholders,

ONEOK has a long and successful track record of growing and transforming our business, while innovating for future opportunities. We have an enthusiasm for change, driven by our mission to deliver energy that is vital to an advancing world.

Through change and advancements over our more than 100-year history, ONEOK employees have been consistent in their dedication to responsible operations and doing things the right way.

As we publish our 15th annual sustainability report, I am proud to share updates on our environmental, social and governance (ESG) efforts and performance as we continue to take action to meet the world's growing energy needs and invest in the energy transformation.

Energy transformation is focused on a progression to a lower-carbon energy future, and we believe ONEOK has a vital role to play while also continuing to provide access to affordable, reliable and resilient energy sources today. Whether it's investing in state-of-the-art satellite technology to monitor assets and emissions, participating in studies and initiatives related to carbon storage and hydrogen use, or continuing to look for opportunities to source renewable energy for our current operations, we're continuing our efforts to participate and invest in the energy transformation. You can read more about these initiatives and others in the [Transforming Energy](#) section of this report.

Employees across our operations also continue to actively seek opportunities and solutions to reduce our companywide greenhouse gas emissions (GHG). In 2021, ONEOK announced a GHG emissions reduction target, and we've already made significant progress toward our goal. As of year-end 2022, we had achieved reductions that equate to approximately 20% of our total 2030 reduction target, which we discuss in more detail throughout this report.

A strong environmental, safety and health culture is fundamental to our company's success. 2022 marked ONEOK's best safety year on record related to recordable incidents. Our strong companywide focus on training, appropriate controls and preventive safety and health programs, have resulted in significant and measurable improvements to our safety metrics. These results reinforce the progress we have achieved while we strive for continuous improvement in our safety performance.

Progress wouldn't be possible without our dedicated employees. They are ONEOK's most valued asset, and we aim to foster an environment where all employees thrive. Career development and advancement, competitive employee benefits and promoting an inclusive and diverse workplace are just a few of our key focus areas.



Letter to Our Stakeholders

We believe that an inclusive workplace creates a stronger and more sustainable company. In recent years, we've expanded employee benefits related to wellness, mental health and family support and planning. Our business resource groups continue to offer valuable D&I-related resources and educational programming. Recent events have included celebrations of cultural heritage, learning table discussions on topics including race and identity, hosting external speakers with military and D&I expertise, and panel discussions with ONEOK's women leaders, among many other events.

ONEOK's operations and employees span numerous states and communities. We remain dedicated to providing meaningful support and building positive relationships across these communities. In 2022, we supported 220 communities through corporate and foundation contributions, with more than 30% of giving contributed to D&I-related organizations. We also hired a director of tribal government relations in 2022, a role dedicated to increasing our engagement with the many different tribal groups and governments across our operations.

Our focus on responsible operations and dedication to providing meaningful ESG-related disclosures has been recognized as industry leading by several organizations and agencies including Sustainalytics, MSCI and the GPA Midstream Association. Recognition doesn't drive our efforts but does allow us to benchmark progress and keep a pulse on stakeholder expectations. Learn more about our recent ESG-related recognitions in this report.

As a leading midstream operator, the work we do is critical to meeting our country's and the world's increasing need for energy. We remain focused on our role in the energy transformation and committed to delivering exceptional value for our stakeholders. While we continue to leverage our expertise to deliver growth, we are also researching new opportunities, including investments, collaborations and partnerships that complement our core business.

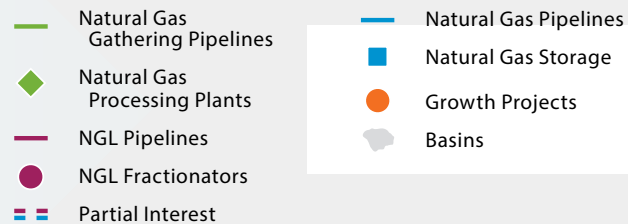
As our company continues its journey of growth, change and progress – we thank you, our stakeholders, for your support along the way and your interest in learning more about our efforts.

Pierce H. Norton II
President and Chief Executive Officer



Energy in Action

As a leading midstream energy service provider, we deliver energy that makes a difference. ONEOK plays a vital role in transporting the natural gas and NGLs that help meet domestic and international energy demand, contribute to energy security and touch our lives every day. The energy products we transport are used to heat homes, generate electricity and create end-use products that power healthier, safer and more connected lives.





Energy in Action Continued

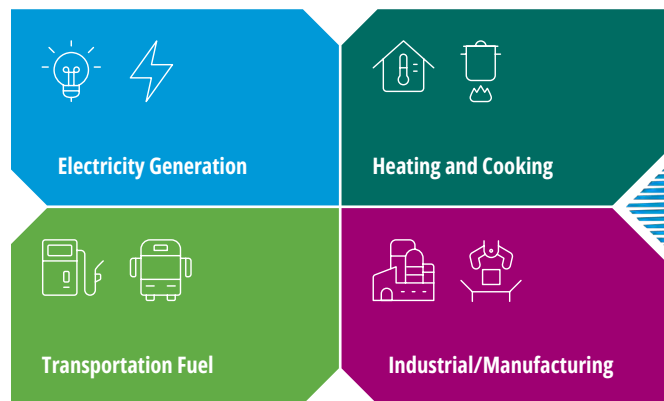
NATURAL GAS

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. Natural gas provides nearly half of American households with dependable home heating and cooking. Over the past decade and a half, the U.S. power generation sector's increased reliance on natural gas to produce electricity has helped the U.S. achieve significant emission reductions.

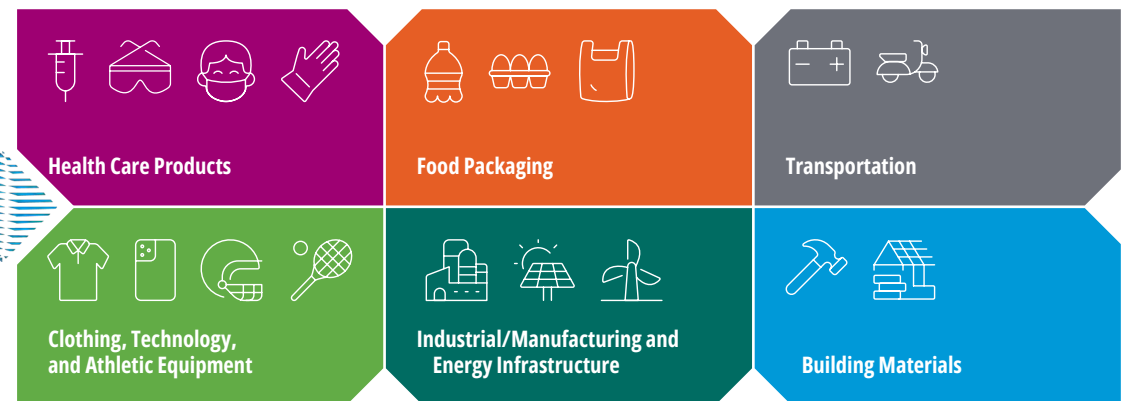
NATURAL GAS LIQUIDS (NGLS)

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 NATURAL GAS



COMMON USES OF NGLs





Energy in Action Continued



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 2022, more than 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 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](#)



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 and NGLs play a critical role in our daily lives, from helping to heat homes and cook meals, to creating a range of products that improve our quality of life and promote economic growth.



LEARN MORE

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



Energy in Action Continued



SDG 8: DECENT WORK AND ECONOMIC GROWTH

ONEOK employs nearly 3,000 individuals across more than 15 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 40,000-mile network of natural gas and NGL pipelines and assets serve customers in some of the most productive U.S. shale basins. Over the last five years, ONEOK has invested more than \$10 billion in capital-growth projects and infrastructure maintenance. We are focused on 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





HIGHLIGHTS AND RECOGNITION

2022 Highlights

- ♦ Achieved reductions equating to ~20% of our total GHG reduction target. [Learn more about our 2030 target.](#)
- ♦ Achieved company best (lowest) total recordable incident rate in 2022.
- ♦ Included in more than 40 ESG-related stock market indices.
- ♦ 15th Corporate Sustainability Report published.
- ♦ >\$9 million in charitable company contributions.
- ♦ ~15,000 volunteer hours.
- ♦ 220 communities supported through contributions.
- ♦ >\$10 billion in infrastructure investments over the last five years.
- ♦ On average, each employee completed approximately 50 training hours during 2022 on topics such as ethics, environment, safety and health, technical skills, diversity and inclusion and more.

ESG Ratings and Rankings

- ♦ MSCI ESG Rating of AAA (as of 2023).
- ♦ Top 10% S&P Global ESG Score and Industry Mover for Oil and Gas Storage and Transportation Industry 2022 (as of Feb. 7, 2023).
- ♦ S&P Global Sustainability Yearbook 2022 and 2023.
- ♦ FTSE4Good Index series (as of June 2023).
- ♦ Sustainalytics ESG Risk Rating in the lowest risk quintile, indicating ESG risk management in the top 20% of the refiners and pipelines industry (as of 2022).

Recognition

- ♦ 2022 Division 1 First Place Safety Award, GPA Midstream Association.
- ♦ 2022 Chairman's Award for Safety Improvement, GPA Midstream Association.
- ♦ 2022 Safety Achievement Award for Employee Safety, American Gas Association.
- ♦ Cornerstone Award, Tulsa Area United Way.
- ♦ 2022 Mosaic Top Inclusive Workplace, Tulsa Regional Chamber.
- ♦ Perfect Score - Corporate Equality Index 2022, Human Rights Campaign Foundation.
- ♦ Veteran Employer Champion 2022, Oklahoma Veteran Employer Champion Network.
- ♦ Environmental Stewardship Award, Friends of the M.e.t.
- ♦ Voluntary Protection Program Star Site - MB-1, OSHA.
- ♦ 2023 Governor's Safety Award of Honor - Viking Gas Transmission, Minnesota Safety Council.



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 sets additional ESG-related targets annually. These targets promote continuous improvement and communicate our high expectations for leadership and employees.

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 December 31, 2019. As of year end 2022, we had achieved reductions totaling approximately 0.5 MMT, or approximately 20% toward our targeted 2.2 MMT reductions.



LEARN MORE about our GHG reduction target in the Environment section of this report.

AGENCY REPORTABLE ENVIRONMENTAL EVENT RATE (AREER)

AREER is an internal environmental metric that promotes continued reductions in releases and emissions events reportable to a state or federal agency. The AREER metric has been an element of ONEOK's STI Plan for all employees since 2014.

Since implementation of the metric, we have seen substantial overall reductions in our AREER rate. In 2022, we achieved our second best AREER performance since the establishment of this metric. Our 2023 target represents a more than 10% improvement over 2022 performance and emphasizes ONEOK's expectation for continued improvement.

AREER

2017	2018	2019	2020	2021	2022	2023 TARGET
1.23	1.05	0.79	0.42	0.80	0.45	0.40



Performance Targets Continued

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 is designed to emphasize ONEOK's commitment to safe operations and to reward safe behavior throughout the company. In 2022, ONEOK achieved its best ever TRIR results on record.

TRIR

2017	2018	2019	2020	2021	2022	2023 TARGET
0.78	0.58	0.32	0.69	0.45	0.14	0.30



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



Transforming Energy Future

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

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 research 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. This group is actively evaluating 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 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. A key focus area includes greenhouse gas (GHG) emissions and reductions.



Transforming Energy Future Continued

In ONEOK's natural gas liquids segment, more than 95% of pump station power is electric. ONEOK's natural gas gathering and processing segment's compression currently is more than 60% electric, with the Rocky Mountain region's compression more than 80% electric.

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: 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 more than 60% electric, with the Rocky Mountain region's compression more than 80% electric. For natural gas liquids pipelines, pump stations help NGLs to efficiently flow through pipeline systems. In ONEOK's natural gas liquids segment, more than 95% of pump station power is electric.

Sourcing Renewable Energy for Operations: ONEOK's existing assets and extensive operations position us 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. In addition, we are evaluating other opportunities, such as the installation of commercial scale solar power plants at our processing facilities, pump stations and compressor stations.

Carbon Capture, Use and Storage (CCUS) Opportunities: We are evaluating the potential for implementing CCUS technology in North Dakota, Oklahoma, Kansas and Texas, where several of our assets are located near formations that could potentially be used for carbon sequestration.

One project currently under evaluation would capture, transport and sequester CO₂ produced from amine treating at a natural gas treating facility in Wyoming. Amine treating removes CO₂ and hydrogen sulfide from natural gas. Currently, Wyoming is one of two states that directly issues permits for CO₂ storage facilities.

Hydrogen Transportation and Storage: Our existing assets and operational infrastructure position us to participate in the potential transformation to a lower-carbon hydrogen economy. While we believe there is a potential future opportunity for us, the technologies and markets to support a hydrogen economy are still being developed, and we are in the early stages of participating in several related studies and exploring the scope of low-carbon hydrogen opportunities.



Transforming Energy Future Continued

ONEOK participates in multiple low-carbon and sustainable energy-focused initiatives and research projects such as:

- ♦ **Carbon Storage Hub Feasibility Study** – ONEOK was one of six companies selected for cost-shared funding through the U.S. Department of Energy's (DOE) CarbonSAFE initiative to support feasibility studies for carbon dioxide (CO₂) storage complexes capable of supporting commercial-scale carbon capture and sequestration (CCS) operations. Through the initiative, ONEOK will participate in a feasibility study for the Roughrider Carbon Storage Hub in North Dakota, developed with the University of North Dakota Energy and Environmental Research Center (EERC). The hub is expected to store more than 50 million tons of CO₂ over a 30-year period, which would be collected from natural gas midstream operations, power generation, ethanol production and other facilities. The feasibility study includes drilling a test well to help determine factors such as the CO₂ capacity of the geologic formations, injection rates and pressure requirements. The feasibility study also includes an analysis of how the project will create high-quality jobs and advance diversity, equity and inclusion in nearby communities, in addition to fulfilling the DOE's Justice40 initiative requirements to support disadvantaged communities.
- ♦ **Regional Clean Hydrogen Hubs (H2Hubs)** - ONEOK is involved in four hydrogen hub concept submittals encouraged by the DOE's Office of Clean Energy Demonstrations (OCED) in an effort to create clean hydrogen hubs across the U.S. The DOE received 79 concept papers and encouraged 33 applicants, including ONEOK, to continue in the process.
- ♦ **Carbon Utilization and Storage Partnership (CUSP)** – A DOE-funded initiative established to accelerate regional CCUS technology development. ONEOK is working with the Kansas Geological Survey to study the potential for CO₂ sequestration and hydrogen storage around several of the company's NGL facilities in Kansas and Oklahoma.
- ♦ **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. The project includes multiple energy industry partners. 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.
- ♦ **Pipeline Blending CRADA – A HyBlend Project** – A DOE initiative to research opportunities for hydrogen blending in natural gas pipelines. The project includes more than 20 energy industry participants, national labs and academic institutions. Main focus areas of the study include materials compatibility research, hydrogen life-cycle testing and economic analysis related to hydrogen blending for pipeline transportation.



Transforming Energy Future Continued

In addition, ONEOK Capital Ventures is focused on exploring and investing in innovative technologies that tie to our core business and seek to provide solutions for a transforming energy future. We work with other energy companies to support new technologies and also may 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. Recent investments include:

- ♦ **Energy Technology Startup Hub Initiative** - ONEOK, along with leading energy companies and organizations, committed funds towards a new 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 more sustainable future. By fueling research and development and forward-looking technologies, the initiative is expected to create more than 1,700 jobs across the energy industry.
- ♦ **Orbital Sidekick** - ONEOK made a minority direct equity investment in Orbital Sidekick (OSK), a startup company that aims to generate space-based data intelligence using its proprietary constellation of satellites equipped with hyperspectral sensors. Using these satellites, OSK will monitor assets for sustainable operations, ESG and security goals. 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, exceed regulatory requirements 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.

Prior to investing, ONEOK helped Orbital Sidekick test its technology through participation in the Intelligent Pipeline Integrity Program (iPIPE). ONEOK sees multiple potential future application benefits and potential industry-wide scalability of Orbital Sidekick's technology, including potential opportunities for right-of-way monitoring, vegetation management and erosion monitoring.



Orbital Sidekick satellite



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.



Targeting a

2.2 MMT Absolute Reduction

Scope 1 and 2 Emissions by 2030.

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 emission reduction opportunities in our operations include:

- ◆ The further electrification of certain natural gas compression assets.
- ◆ Implementing additional methane emission mitigation through best management practices. Examples include methane leak detection and repair, equipment and engineering controls to reduce methane from blowdowns and compressor venting 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.

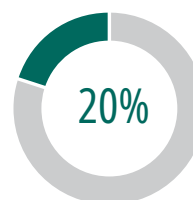
Scope 1 and Scope 2 GHG Emissions Reduction Target and Progress

In September 2021, ONEOK announced a companywide GHG emissions reduction target. ONEOK is targeting 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 December 31, 2019.

PROGRESS UPDATE

As of year-end 2022, we had achieved reductions totaling approximately 0.5 MMT with respect to our 2019 assets, or approximately 20% toward our targeted 2.2 MMT of carbon dioxide equivalents (CO₂e)¹. Reductions to date are primarily the result of methane emissions mitigation, system optimizations, electrification of certain natural gas compression equipment and lower carbon-based electricity in states where we operate.

In 2022, we began a compression electrification project on our Viking Gas Transmission interstate natural gas pipeline to improve operational reliability and provide future GHG emissions reductions on the system. The project, which we anticipate will be complete in the third quarter 2023, is expected to result in an overall net reduction of GHG emissions and be included in our pathway to achieve our 2030 target.



Achieved reductions equating to ~20% of our total GHG reduction target.

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.

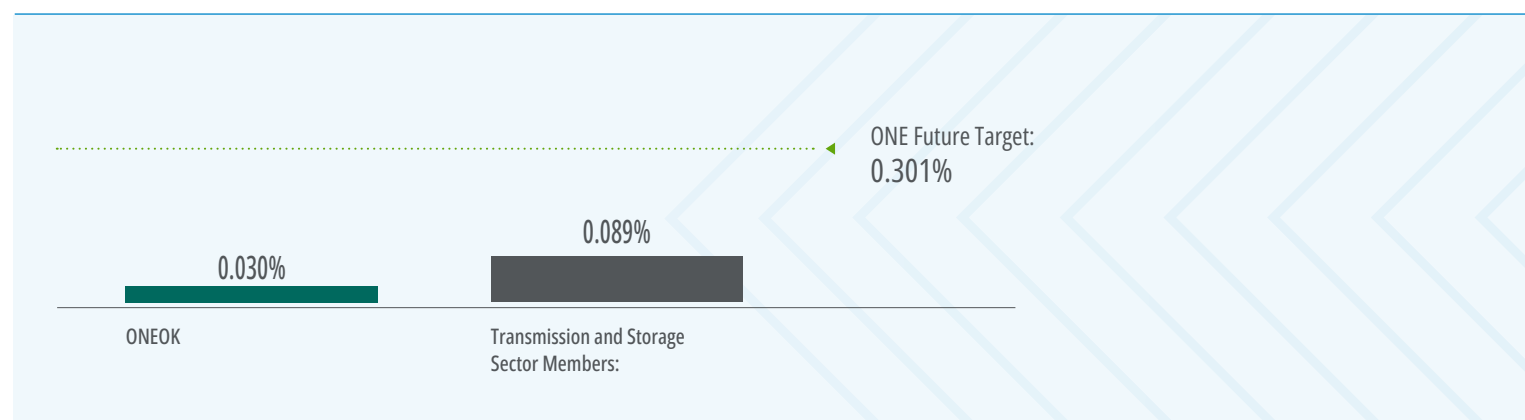


We continue to look for ways to reduce our GHG emissions and utilize more efficient technologies, and we continue to anticipate several potential pathways toward achieving our emissions reduction target.

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 achieve a sector-specific methane

emissions intensity target for our natural gas transmission and storage operations by 2025. In 2021, ONEOK reported a methane emissions intensity of 0.030% 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 (2021)





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 below shows our Scope 1, Scope 2 and Scope 3 (as determined under Subpart NN) GHG emissions performance over the past three years. See our [ESG Performance Data](#) for more information.

Total GHG Emissions

Million Metric Tons (MMT) CO ₂ e	2020	2021	2022
Scope 1	3.8	3.8	3.7
Carbon Dioxide	2.7	2.9	3.0
Methane (CO ₂ e)	1.0	0.9	0.7
Nitrous Oxide (CO ₂ e)	0.003	0.001	0.002
Scope 2	2.5	2.7	2.9
Scope 3 (Subpart NN)²	60.4	66.7	64.3

² See ONEOK [ESG Performance Data](#) in the Appendix of this report for Scope 3 reporting details.

EMISSIONS MANAGEMENT

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 efforts include continuing to:

- ◆ Improve the efficiency of various pipelines, natural gas processing facilities and NGL fractionation facilities.
- ◆ Implement emissions control technologies where practical and evaluate opportunities for carbon capture.
- ◆ Implement 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 connected with two additional RNG facilities in 2022 for a current total of six connections, resulting in the avoidance of nearly 760,000 metric tons of CO₂e from being released.
- ◆ Leverage technology that facilitates the fast detection of methane emissions from our operations including optical gas imaging (OGI) cameras, drones, photoionization detectors, flame ionization detectors and ultrasonic technology.
- ◆ Collaborate with producers to reduce well-head flaring. ONEOK has added approximately 1.7 billion cubic feet per day of processing capacity in North Dakota in the last 10 years to help increase natural gas capture. Statewide flaring has decreased to 6% in 2022 from a high of 36% in 2011.



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.

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.

Methane Leak Detection: ONEOK voluntarily uses advanced light detection and ranging (LiDAR) technology, usually attached to a helicopter, to perform aerial methane leak detection surveys of our intrastate and interstate natural gas pipeline systems. The detailed data captured is used to identify, analyze and address leaks faster. This technology also can be used to pinpoint leaks after natural disasters such as floods and tornadoes.



Mont Belvieu, TX, NGL fractionation facilities

Voluntary OGI Monitoring Program: ONEOK voluntarily leverages Optical Gas Imaging (OGI) to monitor fugitive emissions at selected ONEOK assets that are not currently subject to mandatory EPA fugitive emission monitoring regulations. Our instituted program uses OGI infrared cameras to survey for fugitive hydrocarbon emissions from equipment and facilitates repairs if needed.

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, which 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/maintenance activities by more than 190,000 miles per year and reduced CO₂ emissions approximately 100 tons annually. We have installed approximately 2,000 of these units, covering approximately 90% 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.

Innovative Asset Design: ONEOK has incorporated dividing wall column (DWC) technology, a relatively new 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 (expected completion in 2025) facilities were designed and constructed by a third-party engineering firm using DWC technology.



In 2023, ONEOK became a participant in the API's Environmental Partnership and enrolled in environmental performance programs that are designed to further reduce emissions using proven, cost-effective controls for many of the most significant sources of emissions.

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 including:

- ♦ **The American Petroleum Institute (API)** - a standards-setting and advocacy organization that represents all segments of America's natural gas and oil industry. ONEOK representatives serve on the Air Permitting Task Force, Clean Air Issue Group, ESG Reporting Group, and the Diversity, Equity, and Inclusion (DEI) Working Group to collaborate with our peers on emission reduction opportunities and other efforts.
- ♦ **API Environmental Partnership** - a voluntary coalition of oil and natural gas companies operating across the U.S. that are focused on reducing air emissions and accelerating environmental performance improvements through action, learning best practices and technologies, and collaborating in order to responsibly develop our nation's essential oil and natural gas resources. In 2023, ONEOK became a participant in The Environmental Partnership and enrolled in environmental performance programs that are designed to further reduce emissions using proven, cost-effective controls for many of the most significant sources of emissions.
- ♦ **The Energy Infrastructure Council** - an industry association that represents and actively promotes the interests of energy infrastructure companies with a focus on public policy issues. ONEOK participated in the development and enhancement of the EIC's ESG toolkit and reporting template.
- ♦ **GPA Midstream Association** - an industry association focused on sustainability that serves and represents the midstream energy industry through collaborative expertise, safety and advocacy from its member companies and staff. A ONEOK representative serves on its Environmental and Natural Resources Committee, which coordinates member positions on environmental issues.
- ♦ **GTI Energy Net Zero Infrastructure Program** - ONEOK is 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. The program intends to develop research to help map innovation gaps and technology investments needed to transform to a cleaner, safer and more resilient energy system.
- ♦ **Interstate Natural Gas Association of America (INGAA)** - an industry association that advocates for the North American natural gas pipeline industry. A ONEOK representative serves on the INGAA Board of Directors and its Climate Strategy Task Force. We provided input on the development of INGAA's 2021 Vision Forward commitment, which outlines the association's dedication to a cleaner energy future. Through our association membership, ONEOK has committed to reducing methane emissions from natural gas pipelines, compressor stations and storage wells. This commitment includes evaluating and implementing voluntary practices.
- ♦ **Liquid Energy Pipeline Association (LEPA)** - an industry association promoting responsible policies, safety excellence and public support for liquids pipelines. A ONEOK representative serves on the LEPA Board of Directors and our employees participate in the Accounting, FERC Policy, Government Relations, Legal and Tariff committees.



CONSERVATION

Environmental responsibility is a core tenet for ONEOK activities, and we use a variety of sustainable practices to minimize and offset 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 compliance 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 any impact 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 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) and U.S. Army Corps of Engineers, when applicable.

Environmental evaluations of select proposed projects, which could include installations or retirement of assets, 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 in Mont Belvieu, Texas.



ONEOK's Three-Tiered Conservation Strategy

AVOID

Biodiversity and Ecosystem Conservation

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.

Water and Wetland Conservation

In the early stages of a project, water resource data is reviewed to identify opportunities to avoid certain water crossings.

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 any 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; refueling offsets; and following regulations for stream bank stabilization.

MITIGATE

We seek to mitigate any impacts that cannot be avoided. Mitigation examples include participating in conservation programs; soil segregation and reseeding with native seed mix; and activities specific to USFWS permitting, mitigation credits and conservation plans.

Examples include completing habitat restoration such as stream bank stabilization and working with local, state and federal regulators to mitigate impacts appropriately.



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

BIODIVERSITY

HABITAT RESTORATION

We work closely with regulators to develop appropriate mitigation and conservation approaches that serve to offset 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 2022, we restored approximately 250 acres of habitat related to pipeline projects completed during the year. This includes determining the appropriate seed mixes and plant species in the area as well as properly separating topsoil to restore the right of way following construction. 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 specialists work to help us protect any T&E species through compliance and project planning in line with our conservation strategy.

ONEOK voluntarily enrolled in Candidate Conservation Agreements with Assurances (CCAA) for both the lesser prairie chicken and monarch butterfly. CCAAs 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).





Effective March 2023, the USFWS Service listed two Distinct Population Segments (DPS) of the lesser prairie chicken under the ESA. Subsequently, ONEOK was issued an enhancement of survival permit as a result of our CCAA participation.

ONEOK continues our commitment to undertake specific activities that address the identified threats to the monarch butterfly for the length of the CCAA agreement. Success of these activities could contribute to a decision by the USFWS not to list the monarch butterfly as threatened or endangered.

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 beetle. 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 resulted in approximately 44 mitigation credits to offset beetle habitat impacts. In 2020, the American burying beetle was downgraded by the USFWS from an endangered to threatened species under the ESA in acknowledgment of the success of various conservation practices, including those included in the ICP.

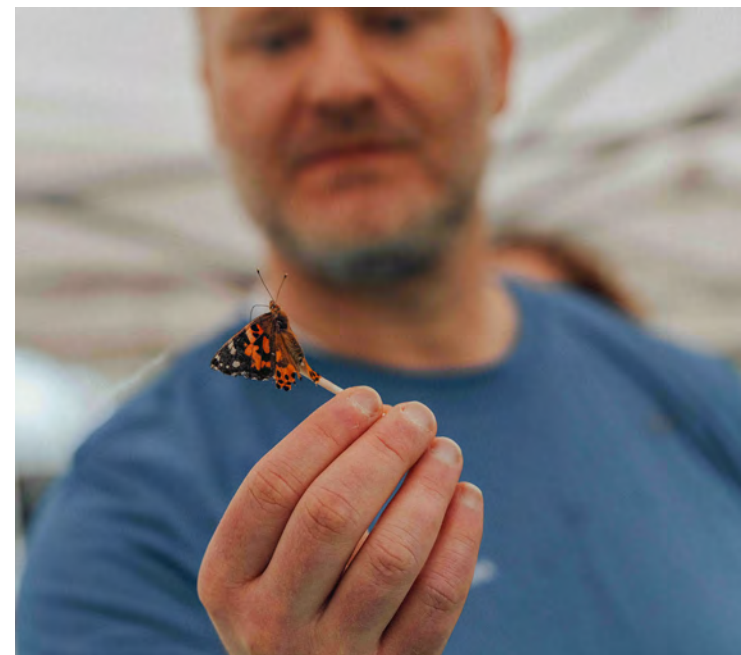
CONSERVING WATER RESOURCES

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

Wherever practical, we strive to minimize water use by reclaiming it in operations processes and construction projects. During hydrostatic testing of new pipeline assets, our project teams reuse water for testing multiple pipe

segments or recycle it for alternative purposes where appropriate. Water is a valuable resource in the fractionation of NGLs. 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 lessen potential impacts to water resources. Our three-tiered conservation approach is critical during the planning and construction of pipelines. During 2022, ONEOK estimates that we avoided more than 50% of the waterbodies and wetlands along planned pipeline routes. This included fully rerouting construction or using trenchless boring technology to install pipe under waterbodies and wetlands. These techniques greatly reduce potential temporary crossing impacts.





BIODIVERSITY/CONSERVATION-RELATED GIVING

Community improvement and environmental 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** - Supporting the ongoing costs of operations at the Downtown Tulsa recycling depot after funding was eliminated. The depot collects hard-to-recycle items and employs adults with developmental disabilities.
- ♦ **Tulsa M.e.t Environmental Expo** - 2023 presenting sponsor of Tulsa's longest-running Earth Day event, which we have sponsored since 2018. The event engages citizens in meaningful, positive recycling and sustainability education and activities. ONEOK worked with the Euchee Butterfly Farm to sponsor a butterfly tent where attendees could view more than 200 butterflies, while learning more about the pollinators. The farm is home to the Natives Raising Natives Project, which provides tribal members from The Muscogee Nation with training, supplies and technical support to become butterfly farmers. In addition, ONEOK hosted an educational table where attendees could receive free pollinator garden seed packets.
- ♦ **Big 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. In 2022, volunteers collected 69 tons of recyclable items including 52,500 pounds of tires, 22,164 pounds of electronic waste and 42,000 pounds of shredding.
- ♦ **Monarch Waystations** - Volunteers creating monarch waystations at ONEOK headquarters and Tulsa's minor league baseball field using supplies purchased by ONEOK from A New Leaf Inc., a local nonprofit providing job training, life skills and residential services for people with developmental disabilities and autism. Monarch waystations provide milkweed and nectar sources necessary for monarch butterflies to produce successive generations and sustain their migration.
- ♦ **Save the Maah Daah Hey** – Continuing financial support for maintenance of the “Maah Daah Hey” trail that runs through North Dakota's Badlands. The 144-mile trail, the longest single-track mountain biking route in the U.S., is maintained solely by volunteers.



Employees at the Tulsa M.e.t Environmental Expo.



RECYCLING AND WASTE REDUCTION

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

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 assess 100% of all High Consequence Areas (HCAs) within the required regulatory timelines using multiple methods in accordance with PHMSA regulations (49 CFR Part 192 or 49 CFR Part 195).

Our pipeline integrity efforts include, as applicable:

- ◆ Performing in-line inspections that examine the condition of pipelines from the inside utilizing specialized equipment.
- ◆ Implementing direct assessment programs 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 that allow technicians 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.
- ◆ Records and documents management.



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. We also have adopted API Recommended Practice 754, establishing a four-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 2022, our mechanical integrity teams conducted approximately 8,100 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.
- ◆ Utilizing 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.

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 underground storage assets.

Reservoirs, mined salt caverns and mined rock caverns are used to store natural gas, NGLs and certain refined products. 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.

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](#).



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. We successfully implemented our return to office plan in early 2022, and we have continued to take safety precautions for our employees who work in the field or report to a ONEOK facility.

Employees and contractors are all responsible and accountable for understanding and complying 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 and control factors or situations that may cause an incident, 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.



SAFETY AND HEALTH INITIATIVES

Process Safety Management: ONEOK has adopted the 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. The 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.



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 environment, safety and health performance, responsibilities and commitments. Approves Short-Term Incentive (STI) Plan measures, performance goals and weightings, which include a safety and health measure (TRIR) and environmental metric (AREER). 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 company focus on environment, safety and health.
ESH LEADERSHIP COMMITTEE	<ul style="list-style-type: none"> Provides vision, leadership, direction and oversight for all ESH programs, processes and management systems. Provides updates to the board of directors through monthly board reports. 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. Membership includes senior operations leadership.
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. Monthly meetings are held to collaborate and share leading practices across ONEOK. 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 allow 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 any concerns, incidents, near misses or good catches. 'Stop work' authority should be used when unsafe conditions or actions are observed. 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 metric included in STI Plan for all employees.



Approximately
3,000
 employees completed
 approximately
130,000
 total ESH training hours
 during 2022.

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.

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 program regulations.

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 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.

RESPONSE PLANS IN ACTION

In July 2022, a fire occurred at ONEOK's NGL fractionation facility in Medford, Oklahoma. All personnel were safe and accounted for with temporary evacuations of local residents taken as a precautionary measure. ONEOK employees, first responders and community members worked together to respond quickly to the incident. Our preparedness enabled a coordinated safety response and resulted in minimal business interruptions for our customers.

Readiness: Our robust training programs, safety protocols, and emergency and facility response plans prepared us to take immediate action to protect residents, personnel and the environment. For example, we prepare by modeling product releases to determine the impact and evacuation zones for various scenarios and performing periodic drills with local first responders.

Response: ONEOK's immediate response to the incident included working with local emergency authorities to barricade roads, establish evacuation zones and create an incident command center; and cooperating with government authorities and community leaders.

Community: ONEOK prioritized the safety of the community throughout our response through efforts such as building dams to contain and test on-site water and by performing air monitoring in the days following the incident. We also secured hotel rooms and provided financial support to residents displaced by the evacuation order.

Protecting the community and our personnel, limiting environmental impacts and continuing to provide uninterrupted services to our customers were key areas of focus following the incident.



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 large projects team sets safety targets specific to contractors, including annual and project-specific TRIR and PVIR targets as appropriate.
- ◆ The large 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 77 near misses and 1,587 good catches in 2022.

OUR WORKFORCE

ONEOK's long-term success is dependent on our ability to attract, develop and retain 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.

In 2022, ONEOK hired a chief human resources officer, who reports directly to our CEO, to accelerate our strategic business and employee initiatives that fully align with ONEOK's Mission, Vision and Core Values.

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 December 31, 2022, 95% of employees were residents of the state where their positions were located. We also encourage internal mobility and advancement. In 2022, approximately 20% of our posted vacancies were filled by internal candidates.

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.



We are also committed to supporting and developing relationships with diverse student organizations. During the 2022-2023 academic year, ONEOK supported the Diversity and Inclusion Engineering Program at the University of Oklahoma, the Inclusion Leadership Program at Oklahoma State University, the University of Tulsa College of Law's first annual Diversity Day and sponsored the Women in Technology Day at Texas State Technical College, as well as numerous other events and programs dedicated to growing a diverse workforce.

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.

In 2022, ONEOK conducted its second annual companywide employee engagement survey administered by Gallup, a third-party analytics and advisory firm. We achieved an increased participation rate of 90% in 2022, compared with 80% in 2021. 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.

In 2022, we showed improvement on all survey questions and more than doubled the ratio of engaged employees to actively disengaged employees. The overall engagement mean went from under the 40th percentile to above the 50th percentile. The results, including how our organization compared against industry and global survey participation benchmarks, were reviewed by company leaders who then identified segment-specific focus areas and developed action plans for their individual teams and business segments. Training and support resources are also available through our learning management system, Gallup's engagement portal and dedicated individuals within our human resources department.

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 continuous improvement.

Career path training and resources are provided through:

- ♦ Formal annual performance assessments for all employees as well as supervisor-led ongoing informal dialogue about performance and development.
- ♦ Training and resources including webinars, in-person trainings, individual consultations, books and self-guided learning.
- ♦ Formal professional development, employee engagement and networking opportunities provided through business resource groups.
- ♦ Educational assistance program.

During 2022, ONEOK employees completed approximately 6,000 hours of training focused on leadership, professional development and diversity and inclusion.



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 health, wellness 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 compensation package competitive.

Our market-based compensation philosophy gives leaders the flexibility to adjust employee compensation at any time 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. As of December 31, 2022, 100% of our full-time employees were paid in excess of the applicable living wage for an individual in their primary state of employment.

ONEOK BENEFITS:



Health Benefits



Paid Time Off



Mental Health Benefits



Wellness Program



Education



Family Expansion
and Family Care



Financial



ONEOK BENEFITS HIGHLIGHTS

Full-time employee benefits, which begin day one of employment, are highlighted in the next two pages. Part-time employees who are regularly scheduled to work at least 20 hours per week also are eligible for most employee benefits, including several categories of paid time off (e.g., vacation, personal illness and family care, parental leave) but at fewer hour increments than full-time employees.



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





BENEFITS HIGHLIGHTS



Paid Time Off

- ♦ **Vacation:** At least 120 hours annually, increasing with relevant experience (including prior to ONEOK).
- ♦ Eight designated company holidays and two additional floating holidays each year.
- ♦ **Personal Illness and Family Care:** Up to 80 hours annually.
- ♦ **Short-Term Disability Leave:** 100% of regular pay while on short-term disability for up to 520 hours (less than five years of service) or up to 1,040 hours (more than five years of service).
- ♦ **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.
- ♦ Other paid time off benefits include military leave, bereavement and jury duty.



Health Benefits

- ♦ Medical, dental and vision plans with select virtual health visit options.

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.
- ♦ 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.
- ♦ Flexible spending account and health savings account options.



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 regardless of health plan enrollment.



BENEFITS HIGHLIGHTS

CONTINUED



Wellness Program

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



Education

- ♦ Up to \$5,000 annually for full time employees seeking to further their education.

Family Expansion and Family Care

- ♦ **Fertility Insurance:** ONEOK works with a specialized third-party fertility benefit manager to provide inclusive fertility services. 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 age 12 and under or adults who are unable to care for themselves.



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 December 31, 2022, 95% of employees participated in ONEOK's 401(k) plan. Of those participating, approximately 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. Approximately 70% of eligible employees participate in the ESPP.
- ♦ **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.



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.





DIVERSITY AND INCLUSION (D&I) LEADERSHIP AT ONEOK

D&I EXECUTIVE COMMITTEE:

Chaired by our CEO and composed of executive management, this group serves in an advisory capacity to guide ONEOK's D&I efforts in action.

D&I COUNCIL:

This group of approximately 15 employees provides insight on how D&I can improve ONEOK's organizational performance, drive overall business results and help the company achieve its diversity-related goals. The council is made up of leaders from different business units, work locations and seniority levels and includes members with different demographics, personal backgrounds and points of view.

BUSINESS RESOURCE GROUPS (BRGS):

Voluntary employee-led groups that promote the representation and development 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, a combination of ONEOK's race and ethnicity based BRGs (see details under D&I Highlights.)
- ♦ LGBTQ+
- ♦ Veterans
- ♦ Women's

D&I WORK GROUP:

A team led by our director of D&I supports ONEOK's D&I Council and BRGs. 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

- ♦ **D&I Strategic Planning:** ONEOK engaged a global human resources consulting firm to assist in the creation of a multiyear D&I strategic plan. The strategic plan has been approved by the executive team and will be rolled out to the company over the next three to five years.
- ♦ **New BRG Framework:** The Racial/Ethnic Inclusion Resource Group, a combination of BRGs based on racial/ethnic identities, launched in 2023. The racial and/or ethnic identities represented include Asian American/Pacific Islander, Black/African American, Indigenous/Native American, and Latinx/Hispanic American. Two employees representing each racial/ethnic identity and two ally representatives comprise the leadership team of the BRG. This leadership group will play an integral role in navigating and leading conversations about racial awareness in the workplace.
- ♦ **Discussions and Learning:** The D&I team has been hosting interactive D&I trainings, book discussions and conversations about creating an inclusive culture for different teams across ONEOK's operations.
- ♦ **Diversity on Demand:** Diversity on Demand is a new tool featuring diversity-related learning content for employees who desire deeper dives into identity-focused topics, skill-building and more. Content made available in 2023 includes topics such as exploring the differences between race, ethnicity and nationality, Arab American history, LGBTQ+ inclusion and communicating effectively with employees with autism.
- ♦ **Expectant Mother Parking:** ONEOK offers reserved parking spaces for expectant mothers.
- ♦ **D&I Recognition:** ONEOK received a perfect score of 100 in the Human Rights Campaign Foundation's 2022 Corporate Equality Index, our second year in a row to earn a perfect score.





IN 2022

Employees engaged
in nearly

3,000

D&I-related training hours.

ONEOK contributed approximately

\$2.8 million

(>30% of total corporate and
foundation giving) to

D&I-related organizations.

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 to employees 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.
- ♦ **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.
- ♦ **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 and more.



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



Business Resource Group Program Highlights

ONEOK's BRGs are open to all employees and offer members and allies resources and professional development through networking, skills building, open discussions and learning. Examples of programs offered by ONEOK's BRGs in 2022 and early 2023 included:

The Racial/Ethnic Inclusion Resource Group

- ♦ Hosted a conversation featuring external community leaders, including the former leader of the Oklahoma Historical Society, about America's racial history in honor of Black History Month.
- ♦ Hosted a tour of the Greenwood Rising Black Wall Street History Center, a museum dedicated to telling the story of the Tulsa Race Massacre.
- ♦ Led learning table sessions about the history and significance of Juneteenth.
- ♦ Hosted a volunteer event featuring an external corporate D&I executive, who is also the CEO of a coalition dedicated to addressing systemic gender and racial gaps in the corporate sector.
- ♦ Hosted and led a companywide tribal celebration featuring a land acknowledgement, native foods, dancing and live music in recognition of Native American Heritage Month.
- ♦ Hosted a supporter tour of the Frida Kahlo exhibit at Tulsa's Philbrook museum.
- ♦ Hosted a learning and networking event for ONEOK employees to celebrate Hispanic Heritage Month.
- ♦ Led learning tables on why representation matters in recognition of Hispanic Heritage Month.

LGBTQ+ Resource Group

- ♦ Hosted civil conversations training with a specific focus on difficult conversations related to LGBTQ+ inclusion facilitated by The Oklahoma Center for Community and Justice (OCCJ).
- ♦ Led learning tables for employees about the history and significance of LGBTQ+ Pride Month.
- ♦ Convened a supporter listening event for employees who are being negatively impacted by legislative activity targeting LGBTQ+ communities across the nation.

Veterans Resource Group (VRG)

- ♦ Recognized Veterans Day by hosting a companywide Veterans breakfast, U.S. Marine Corps birthday celebration and a leadership session presented by a former Navy SEAL.
- ♦ Hosted a four-part program that shared principles for improving personal and team performance by exploring military leadership principles and practical applications in the workplace, including vision, accountability, decision-making, collaboration and communication.

Women's Resource Group

- ♦ Hosted a panel of ONEOK's women leaders who shared their leadership journeys, how they handled setbacks and the best career advice they received.
- ♦ Hosted pop-up podcast sessions for supporters on topics relevant to women in the workplace.



United Way:

ONEOK's 2022 United Way Campaign reached more than 1,800 participants and raised nearly \$1.7 million through pledges, fundraising events and company matches. ONEOK also led eight Tulsa Area United Way Day of Caring projects with more than 150 volunteers.

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 partnerships between our company, employees and the community. We strategically invest in charitable organizations and causes 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 million and nearly 15,000 volunteer hours across approximately 220 communities in 2022.

The ONEOK Foundation provides a consistent level of giving annually through grants and pledges to nonprofit organizations in support of programs, projects and capital campaigns.

ONEOK also provides corporate contributions, generally in the form of sponsorships, to charitable organizations and events. Employees are often able to attend sponsorship-related events to learn more about organizations, which can help expand donor and volunteer bases.

Our emergency responder grant program provides organizations necessary resources, such as fire, safety and medical equipment; personal protective equipment and gear; and communications equipment or systems. In our operating areas, we proactively establish and maintain good working relationships with key community stakeholders, including organizations dedicated to emergency preparedness and response efforts. In 2022, ONEOK donated approximately \$200,000 through this program. We also contributed more than \$60,000 to the purchase of two emergency response vehicles and rescue equipment in Montana and North Dakota through the ONEOK Foundation.

Through ONEOK's public school grant program, we donated more than \$170,000 to school districts across our operations in 2022. The goal of the program is to improve the educational experience for K-12 students in public schools and to cultivate and enhance relationships with community leaders while improving public education.



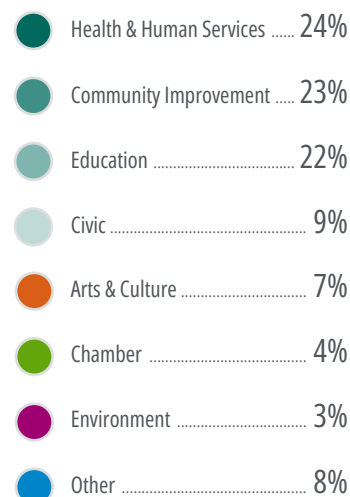
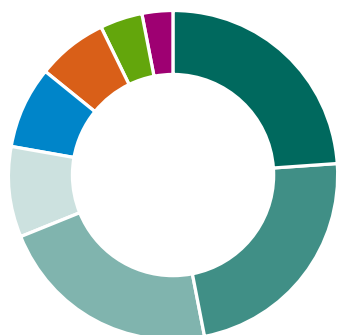
At Ellsworth Junior-Senior High School in Kansas, the public school grant program allowed teachers to provide hands-on learning to students through the purchase of lab equipment. ONEOK also worked with teachers to lead students on tours of our local facility.



2022 CORPORATE GIVING

Total Contributions:

\$9 million



Includes \$4.9 million in ONEOK Foundation contributions and \$4.1 million in corporate contributions.

RECENT ONEOK CONTRIBUTION HIGHLIGHTS

Urban Farming Program - Oklahoma

Supporting Food on the Move's Urban Farm, a 10,000-square-foot controlled environment agricultural facility located in north Tulsa that will house state-of-the-art aquaponics systems, where plants are grown in nutrient-rich water utilizing fish as a sustainable fertilizer. Food on the Move's mission is to fight food insecurity and transform areas without access to quality food and fresh produce, known as food deserts. The urban farm is expected to produce approximately 150,000 pounds of organic, fresh produce per year. The program also aims to create future urban farmers, promote entrepreneurship and teach transferable business skills.

Hackberry Park Reforesting Project - Texas

Donating and planting approximately 500 trees as part of a reforestation project at Hackberry Park, a 200-acre park and outdoor recreation facility under construction in Mont Belvieu, Texas. The project contributes to the overall ecological improvement of the park, which will also provide residents access to a dog park, playground, fishing, kayaking and a nature learning facility.



Planting trees at Hackberry Park in Mont Belvieu, TX.

Programming and Outreach Services for LGBTQ+ Youth - Oklahoma

Supporting Youth Services of Tulsa's LGBTQ+ programming and outreach services for LGBTQ+ youth looking to receive support and education while building confidence and leadership skills. The program brings together students with peers, schools, teachers and parents to build alliances that create a culture of acceptance and reduce bullying.

Expansion of Pediatric Services - North Dakota

Contributing to the expansion of specialty services including pediatrics in central and western North Dakota to enhance the standard of care for residents.

Habitat for Humanity - Oklahoma

Contributing financial support and volunteer service for ONEOK's 19th home build through Green Country Habitat for Humanity (GCHF). ONEOK has also pledged funds to support GCHF's North Tulsa initiative, which is building 250 affordable owner-occupied homes in North Tulsa that align goals to impact the racial wealth gap in Tulsa. Our long-standing relationship assists families to realize the dream of homeownership and build household wealth.

American Red Cross - Oklahoma

Contributing to the American Red Cross' blood diversity initiative to fight sickle cell disease, a common inherited red blood disorder that is associated with health outcomes and resource disparities in the U.S. The American Red Cross is working with community-based and national organizations to raise awareness and increase blood donations.

ONEOK supported communities across our footprint in a variety of other ways in 2022 as well by contributing to programs that provide senior support, recreation, education, mentorship, cultural awareness and health services.



2022 VOLUNTEER HIGHLIGHTS

Approximately

700

volunteers.

Nearly

15,000

volunteer hours in the communities where ONEOK operates.

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

EMPLOYEE ENGAGEMENT AND VOLUNTEERISM

ONEOK provides opportunities for employees to volunteer for company-approved projects through our volunteer program, Volunteers With Energy, and supports employees' personal volunteer efforts such as serving on charitable or civic boards and organizations.

ONEOK hosted a volunteer fair in 2023 to give employees the opportunity to meet community partners and learn how to get involved with local charitable organizations. More than 100 employees attended the event featuring 19 booths hosted by various charitable organizations. ONEOK also launched a new volunteer and charitable giving system in 2022 that makes it easier for employees to sign up for company projects and events, record volunteer service hours, donate directly to charitable organizations and submit matching grant requests.

To help employees and retirees increase the positive impact they make in their communities and to further encourage giving back, we offer volunteer service grants and matching grant programs. ONEOK also recognizes employees for their volunteerism by selecting annual 'Volunteer of the Year' nominees and winners.

ONEOK contributed more than \$440,000 to charitable organizations through the matching grant program in 2022. More than 400 matching grants were awarded, which were matched dollar-for-dollar up to \$10,000 per employee or director or \$2,500 per retiree per calendar year. In 2022, ONEOK also awarded 250 volunteer service grants totaling nearly \$63,000. Volunteer service grants are awarded up to \$500 based on volunteer hours.

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 18 states where we operate. They seek to build relationships 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.



Habitat Blitz Build in Tulsa, Oklahoma



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 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. In 2022, the Government Relations team added a director of tribal government relations to join the federal and state directors after seeking feedback on the role from Tribal government leaders. This important role is dedicated to enhancing our communication and further building our relationships with the many different tribal groups and governments across ONEOK's vast footprint. Our director of tribal government relations proactively meets with tribal organizations and governments and regularly attends events to identify opportunities that support tribes, including their businesses and programs.

Throughout 2022, we monitored legislation on a variety of issues that could impact our businesses, including natural gas flaring, 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 2022, ONEOK was involved in 59 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 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.

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](#)

2022 ONEOK EMPLOYEE PAC CONTRIBUTIONS

STATE	\$106,650
FEDERAL	\$63,500
TOTAL	\$170,150



SUPPLY CHAIN MANAGEMENT

ONEOK's supply chain is made up of suppliers that provide the goods and services necessary for the continued growth and operation of our business.

Safety, quality, sustainability and ethics 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/or 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 onsite visits with 70% of our Tier 1 suppliers annually to review compliance.
- ◆ Annually reviewing our supply chain geographical spend and targeting to keep 80% of our spend with domestic suppliers.

KEY Pillars: ONEOK SUPPLY CHAIN MANAGEMENT

Core Supply Chain Competencies

 Performance, Cost & Schedule	 Sustainability and Ethics
<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. 	<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.
 Safety	 Quality
<ul style="list-style-type: none"> ◆ Insurance, safety and operations qualification confirmations. ◆ Data-driven management platform supports qualifications processes. 	<ul style="list-style-type: none"> ◆ Site visits. ◆ Onsite inspection. ◆ Use of technical specifications and standards.



SUPPLIER MANAGEMENT

The companies in our supply chain span many different categories. The top expenditure categories during 2022 include construction, engineering and technical services, mechanical equipment, rotating equipment and maintenance 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.

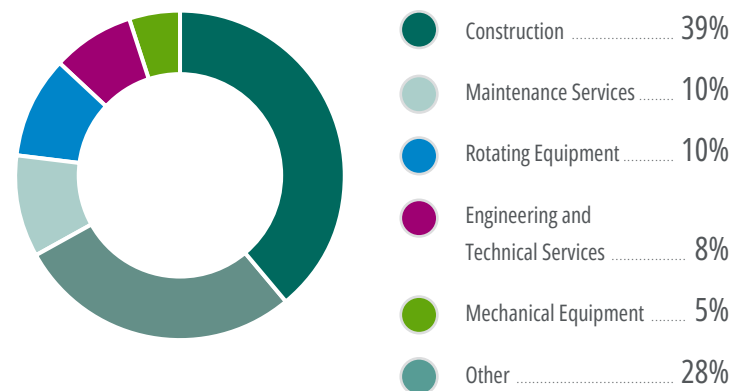
During 2022, we classified 94 suppliers as Tier 1 and met our target of completing onsite visits with 70% of our Tier 1 suppliers during the calendar year.

Number of Top-Tier Suppliers

Supplier Category	2020	2021	2022
Tier 1	43	131	94
Tier 2	78	141	122
Tier 3	610	795	713

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.

2022 SUPPLIER CATEGORIES BY SPEND



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



*ONEOK 2022 vendors included:

More than
160
women-owned.

Nearly
100
minority-owned.

Approximately
1,100
small businesses.

60
veteran-owned.

In 2022, ONEOK spent

\$226 million*
with third-party verified diverse, small business suppliers.

*Includes credit card spend

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.



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 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 2022, 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.

PERCENT TOTAL SPEND





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 table on the following page.

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 one-on-one 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 rights 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. ♦ We estimate that we engaged with more than 95% of customers in all three of our business segments in 2022.
 Employees and Contractors	<ul style="list-style-type: none"> ♦ Employee meetings with executive management across our operations. ♦ Business resource groups. ♦ Mentoring programs. ♦ Employee engagement surveys and 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 the energy resources that are used to heat homes, generate electricity and create 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. In 2022, our Government Relations team added a director of tribal government relations to enhance our outreach efforts.

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

- ♦ 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 complying with applicable federal and state agency requirements related to environmental justice (EJ). In 2021, ONEOK created a multidisciplinary EJ Working Group to support compliance efforts and enhance awareness of EJ issues and concerns. The EJ Working Group periodically 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 mutually beneficial relationships that create lasting value for the communities in which we operate.



GOVERNANCE

Strong corporate governance reinforces our company's Mission, Vision and 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

Provides key leadership, oversight and diverse energy industry and business expertise.

Oversees executive management's development of the company's ESG practices.

- ◆ Nonexecutive independent board chair.
- ◆ Independent committee chairs – Audit, Executive Compensation and Corporate Governance.

CEO & Executive Management

Oversee the development, implementation and reporting of the company's ESG practices; facilitate enterprise risk management process with participation and oversight from the board of directors.

Vice President, ESH & Committees

Oversee development, implementation and reporting of ESG practices.

- ◆ ESH Leadership Committee.
- ◆ ESG Council.

Management & Business Segment Leaders

Support the integration of ESG policy and practices into daily operations.

Key business segments driving initiatives include:

- ◆ ONEOK Capital Ventures.
- ◆ Alternative Energy Solutions.
- ◆ Sustainability and ESH groups.
- ◆ Operations teams.

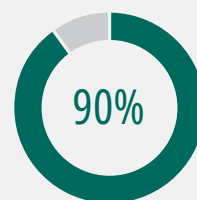
Employees

Carry out ONEOK's business and ESG practices while serving as the point of contact for key company stakeholders.

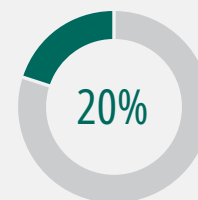
Board of Directors

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.

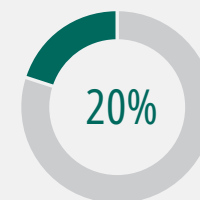
BOARD OF DIRECTORS *Data as of April 5, 2023*



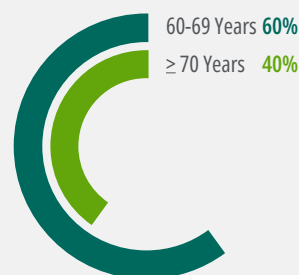
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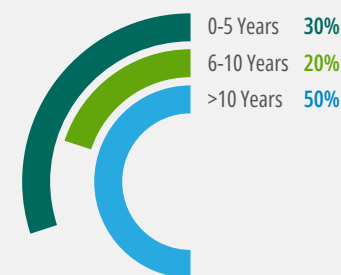
WOMEN



RACIAL OR ETHNIC MINORITY



AGE



2022 BOARD TENURE



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.
 - ◆ ONEOK has added two new board members since 2020 and expects to nominate one or more new members prior to the 2024 annual meeting of shareholders. Attributes important in consideration of potential 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 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.

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.

Beginning in 2022, our board 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 on this topic from executive management.



For additional details on corporate governance practices and board membership, see ONEOK's 2023 Proxy Statement and the governance section of our website.



To foster improvement, the CEO Environment, Safety and Health (ESH) Leadership Award is presented annually 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.

ESH AND SUSTAINABILITY 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 require individuals to commit to:

- ♦ The responsibility and ability 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 complying 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 sustainability efforts.





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.



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.



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.



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.

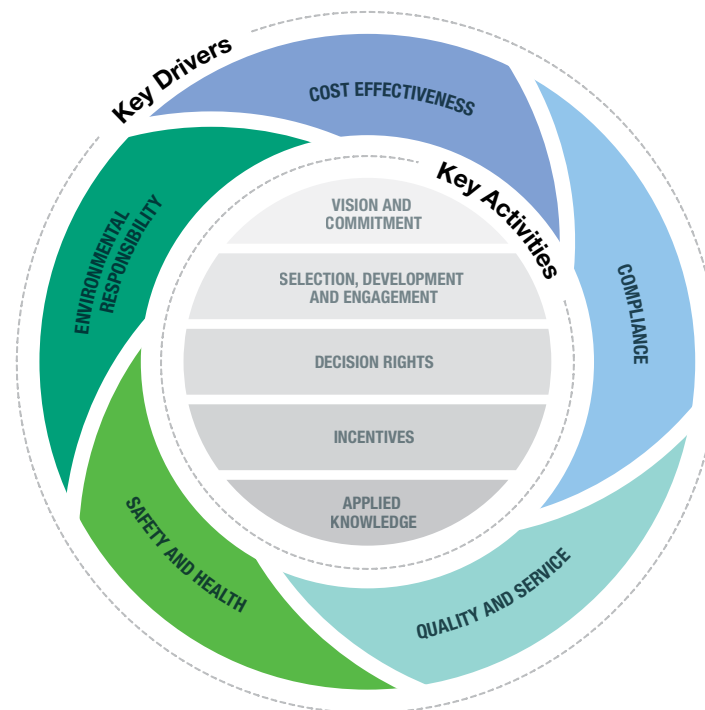
Check: Assess the effectiveness of execution of the plan against established goals and objectives, monitor and correct.

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.

In 2022, ONEOK engaged a third-party to perform a maturity assessment of our ESH Management System using the Pipeline Safety Management System (SMS) Assessment program developed by the American Petroleum Institute. As part of the assessment, visits to sites and assets representative of our operations were completed, policies and procedures were reviewed, and interviews were conducted with various levels of operations leaders, including all operations vice presidents. The results of the assessment are being used to determine gaps and areas of focus that include improvements to our annual management review process.

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. In 2022, ONEOK’s operating commitment was refreshed to align with our new Mission, Vision and Core Values.





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 regulatory landscape with respect to changing ESH and ESG expectations and requirements.

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.

ESG Council: The Environmental, Social and Governance (ESG) Council was formed to continuously improve ESG performance and provide meaningful disclosures. The ESG Council, which ultimately reports to the ESH Leadership Committee, provides ONEOK with sustainability-focused vision, direction and oversight. Members include key leaders from various departments across the company including operations, human resources, legal, commercial, corporate ESH, government relations, community investments, accounting and investor relations.

The council 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 ESG Council 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 environmental, safety and health professionals who focus on compliance and process implementation across our assets. The organization includes two environmental compliance groups, one focused on growth projects and the other focused on existing operations, as well as safety and health groups specific to our business units.

ONEOK's corporate ESH organization is responsible for strategy, oversight and reporting of our ESH functions. The corporate group consists of four departments that report to our vice president of ESH.

These groups and their functions are:

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

Climate Disclosure Steering Committee: This committee provides leadership and direction for efforts underway to proactively evaluate the requirements of the proposed 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 proposed SEC Climate Disclosure Rule and potential operational and reporting changes.
- ♦ Assessing and regularly enhancing ONEOK's current climate disclosures.
- ♦ Evaluating and refining 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 proposed SEC Climate Disclosure Rule.

In addition, ONEOK created a Climate Disclosure Working Group that meets monthly 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, once published, at the direction of the Climate Disclosure Steering Committee.



RISK OVERSIGHT

We engage in an annual comprehensive Enterprise Risk Management (ERM) process 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 of plans to mitigate these risks. Such risks generally relate to strategic, operational, financial, regulatory compliance, climate-related considerations, cybersecurity, human capital management and other ESG aspects of our business.

Management is responsible for identifying risk and risk controls related to our significant business activities; mapping the risks to our corporate strategy; and 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.

ONEOK's board of directors implements its risk oversight responsibilities by having management provide periodic updates and informational sessions on the significant risks that our company faces and how our company is seeking to control and mitigate those risks.

The board annually reviews 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 non-compliance. 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 in full compliance with all 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 in full compliance 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. Training is not required but encouraged through incentives 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 the policies and guidelines discussed above
visit oneok.com



CYBERSECURITY AND PHYSICAL SECURITY

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 and cybersecurity efforts. In addition to these regular updates, in November 2022, our board and senior management participated in a cybersecurity educational training session conducted by a U.S. Department of Justice representative.

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.

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. The TSA recently reviewed and approved ONEOK's Cybersecurity Implementation Plan detailing specific controls and protections against a variety of threats.

PHYSICAL SECURITY

ONEOK 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 80% of our workforce participated in the voluntary SecuritySense training program during 2022, completing approximately 2,320 total training hours.

CRISIS MANAGEMENT AND RESILIENCY

ONEOK maintains detailed procedures covering crisis management, emergency response and incident communication, and conducts drills to practice and evaluate crisis response efforts. Drills provide ONEOK and participating authorities an opportunity to test crisis response preparedness, coordinate efforts and identify areas for improvement.



APPENDIX



ABOUT THE REPORT

REPORTING SCOPE AND BOUNDARY

Unless otherwise noted, this report covers all ONEOK operations; environmental data represents all ONEOK-operated assets; and safety and health data represent all ONEOK employees. This report primarily presents issues, impacts and data from the fiscal year ending December 31, 2022.

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 researched and compiled 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

ONEOK conducted a formal sustainability materiality assessment in 2018 to identify the issues that matter most to our business and stakeholders. The assessment process followed the recommended practices outlined by the GRI 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.


ESG TOPICS IDENTIFIED BY GRI MATERIALITY ASSESSMENT INCLUDE: *(In alphabetical order)*

ENVIRONMENTAL	SOCIAL	GOVERNANCE
<ul style="list-style-type: none"> • 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. 	<ul style="list-style-type: none"> • 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. 	<ul style="list-style-type: none"> • 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.

† ONEOK has received third-party limited assurance from an independent registered public accounting firm for the metrics denoted with a dagger. The external third-party report is available at [oneok.com](https://www.oneok.com) for full-year 2022 metrics. Full-year 2021, full-year 2020 and full-year 2019 metrics have also been subject to previous attest procedures.

	2018	2019	2020	2021	2022
GENERAL					
Total Assets (Millions of Dollars)	\$18,231.7	\$21,812.1	\$23,078.8	\$23,621.6	\$24,379.1
Natural Gas Transported: billion cubic feet (bcf) ¹	—	1,640.5	1,369.3	1,281.8	1,483.5
Natural Gas Liquids Transported: billion bbl miles ²	—	204.8	154.5	198.0	208.8
SAFETY & HEALTH					
Number of Employee Recordable Injuries ³	11	9†	17†	13†	4†
Number of Employee Recordable Illnesses ⁴	4	0†	3†	0†	0†
Total Injury Rate	0.43	0.32†	0.59†	0.45†	0.14†
Total Illness Rate	0.15	0.00†	0.10†	0.00†	0.00†
Total Recordable Incident Rate ⁵	0.58	0.32†	0.69†	0.45†	0.14†
Number of Lost Time Injuries ⁶	2	2	6	6	2
Lost Time Injury Incident Rate ⁷	0.08	0.07	0.21	0.21	0.07
Number of DART Incidents ⁸	3	4†	11†	10†	3†
DART Incident Rate	0.12	0.14†	0.38†	0.35†	0.10†

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 volumes represent 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.

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.



	2018	2019	2020	2021	2022
Employee Fatalities	0	0†	0†	0†	0†
Contractor Fatalities	0	0	1	0	0
Number of Preventable Vehicle Incidents ⁹	29	29†	21†	22†	26†
Preventable Vehicle Incident Rate ¹⁰	1.11	1.04†	0.88†	1.09†	1.13†
Large Projects Contractor Stats					
Number of Recordable Injuries	34	54	13	2	5
Total Recordable Incident Rate	1.29	0.66	0.57	0.56	0.33
Number of DART Incidents	7	12	3	1	2
DART Incident Rate	0.30	0.15	0.13	0.28	0.13
Near Misses	85	188	90	31	77
Good Catches	505	2,530	1,590	454	1,587
Hours Worked	5,226,000	16,270,000	4,570,000	710,637	3,045,493
Operational Safety Stats					
Number of Reportable Pipeline Incidents ¹¹ - Natural Gas Transmission and Regulated Gathering ^{12, 13}	—	6	2	2	2
Pipeline Incidents Per 1,000 Miles - Natural Gas Transmission and Regulated Gathering ^{12, 13}	—	0.88	0.30	0.29	0.30
Number of Reportable Pipeline Accidents ¹⁴ - Natural Gas Liquids Transmission ¹⁵	—	12	13	3	5

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.

14 As defined in CFR Part 195.50.

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



	2018	2019	2020	2021	2022
Pipeline Accidents Per 1,000 Miles - Natural Gas Liquids Transmission ¹⁵	—	0.96	1.0	0.22	0.36
Rail Transportation Accident releases	—	0	0	0	0
Rail Transportation Non-accident releases	—	0	0	0	0
Natural gas transmission pipeline inspections: in-line, percentage of total pipeline	—	15%	11%	3%	4%
Natural gas transmission pipeline inspections: in-line, number of miles	—	1,019	775	184	296
Natural gas liquids transmission pipeline inspections: in-line, percentage of total pipeline	—	35%	36%	23%	22%
Natural gas liquids transmission pipeline inspections: in-line, number of miles	—	4,345	4,752	3,090	3,103
Additional miles of natural gas transmission pipelines inspected using direct assessment	—	—	300	230	121
ENVIRONMENT					
Supplemental Environmental Projects (Thousands of Dollars) ¹⁶	\$0.0	\$14.9	\$0.0	\$49.5	\$0.0
Environmental Penalties Paid (Thousands of Dollars)	\$23.0	\$17.9	\$42.3	\$3.5	\$7.4
Agency Reportable Environmental Event Rate ¹⁷	1.05	0.79	0.42	0.80	0.45
Number of Agency Reportable Environmental Events	27	22	12	23	13
Waste					
Hazardous Waste (Tons) ¹⁸	23.5	45.5	61.7	123.8	71.3
Non-Hazardous Waste (Tons) ¹⁹	—	29,182	24,178	13,398	68,096
Recycled Materials (Tons) ²⁰	—	548.4	497.5	376.1	356.8

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.



	2018	2019	2020	2021	2022
Land					
Number of Acres Restored ²¹	2,682	13,705	8,086	476	253
Percentage of land owned, leased and/ or operated within areas of protected conservation status or endangered species habitat	—	—	—	<1%	<1%
Water (Millions of Gallons)²²					
Total Fresh Water Withdrawn ²³	—	1,945	1,768	1,906	2,187
Withdrawal: Fresh surface water	—	1,015	742	970	1,234
Withdrawal: Fresh groundwater	—	784	895	784	856
Withdrawal: Fresh municipal water	—	146	131	152	97
Total Water Discharged ²³	—	401	570	290	339
Discharge: Injected	—	275	427	143	199
Discharge: to surface water	—	125	143	138	140
Discharge: to Publicly Owned Treatment Works	—	1	0	6	0
Discharge: to land	—	0	1	3	0
Total Water Recycled/Reused	—	43	236	43	33
Spills²⁴					
Total Hydrocarbon Spills	—	21	13	18	9

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

22 All water withdrawn and discharged in accordance with local, state and federal requirements.

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.



	2018	2019	2020	2021	2022
Hydrocarbon Spill Volume (bbls)	—	157	66	203	198
Hydrocarbon Spill Volume in USAs (bbls) ²⁵	—	30	4	5	0
Total Nonhydrocarbon Spills	—	8	8	19	9
Nonhydrocarbon Spill Volume (bbls)	—	93	55	41,616	162
Emissions					
Scope 1 Greenhouse Gas (GHG) Emission Constituents (Million Metric Tons (MMT), GHGRP Only)²⁶					
Carbon Dioxide	2.3	2.8†	2.5†	2.7†	2.7†
Methane (CO ₂ e)	0.9	1.0†	0.9†	0.7†	0.6†
Nitrous Oxide (CO ₂ e)	0.001	0.002†	0.001†	0.001†	0.001†
Scope 1 GHGRP Emissions (MMT CO ₂ e) ²⁷	3.2	3.8†	3.4†	3.4†	3.2†
Total Scope 1 Greenhouse Gas (GHG) Emission Inventory Constituents (Million Metric Tons (MMT))²⁷					
Carbon Dioxide	2.6	3.1	2.7	2.9	3.0
Methane (CO ₂ e)	1.1	1.1	1.0	0.9	0.7
Nitrous Oxide (CO ₂ e)	0.001	0.003	0.003	0.001	0.002
Total Scope 1 GHG Emissions Inventory (MMT CO ₂ e) ²⁷	3.7	4.2	3.8†	3.8†	3.7†
Percentage Methane	30%	26%	26%	24%	19%
Percentage covered under emissions-limiting regulations	—	0%	0%	0%	0%
Scope 2 CO ₂ e Emissions Attributable to Electricity ²⁸ Consumption (MMT)	2.6	3.0	2.5†	2.7†	2.9†

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.



	2018	2019	2020	2021	2022
Electric Consumption (Million Megawatt-Hours) ²⁹	4.5	4.7	4.5†	5.1†	5.3†
From Non-Renewable Fuel Sources ³⁰	3.5	3.6	3.3	3.6	3.8
From Renewable Fuel Sources ³¹	1.0	1.1	1.2	1.5	1.5
Scope 3 GHG Emissions Attributable to Potential Emissions from NGLs Supplied (MMT CO ₂ e) ³²	58.1	57.4†	60.4†	66.7†	64.3†
ONE Future Scope 1 Methane Emissions Intensity – Natural Gas Transmission and Storage Segment ³³	—	—	0.022%	0.030%	*
Total GHG Emissions (Scope 1 + Scope 2) Intensity per Thousand BOE - Total	7.8	8.4	7.8	7.6	7.3
Criteria Pollutants (in Thousand Tons)³⁴					
NOx Emissions	9.6	8.4	5.5	5.4	5.7
CO Emissions	3.7	3.4	3.1	2.8	3.2
SOx Emissions	0.3	0.2	0.2	0.3	0.3
VOCs Emissions	4.7	4.8	4.1	3.8	3.6
PM 2.5	0.3	0.2	0.2	0.2	0.2
PM 10	0.3	0.3	0.3	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.

* Data not available at time of reporting.

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



	2018	2019	2020	2021	2022
WORKPLACE³⁵					
Total Employee Workforce	2,698	2,869	2,886	2,847	2,975
Percent Women – Total Workforce	20.5	20.0	20.2	20.1	20.1
Percent Women – Officers	18.8	18.6	18.6	19.0	22.7
Percent Women – Management	21.5	22.2	21.3	22.9	23.2
Percent Women – Nonmanagement	20.2	19.5	19.9	19.4	19.1
Percent Racial/Ethnically Diverse – Total Workforce	16.0	15.6	15.9	16.3	17.2
Percent Racial/Ethnically Diverse – Officers	4.2	4.7	7.0	7.1	9.1
Percent Racial/Ethnically Diverse – Management	10.8	10.7	11.1	11.8	14.2
Percent Racial/Ethnically Diverse – Nonmanagement	17.5	17.1	17.3	17.6	18.1
Percent Field Employees	58.9	59.9	59.6	59.2	57.8
Percent Non-Field Employees	41.1	40.1	40.4	40.8	42.2
Percent Exempt Employees	50.6	50.2	50.6	51.1	52.0
Percent Non-Exempt Employees	49.4	49.8	49.4	48.9	48.0
Percent Veteran Employees	5.5	5.6	6.2	8.0	8.5
Percent Workforce 25 Years of Age or Under	5.3	6.0	5.0	4.0	5.0
Percent Workforce 26-34 Years of Age	26.6	26.0	25.0	24.0	24.0
Percent Workforce 35-44 Years of Age	26.9	28.0	29.0	30.0	31.0
Percent Workforce 45-54 Years of Age	19.8	20.0	21.0	22.0	22.0
Percent Workforce 55 Years of Age or Over	21.4	20.0	20.0	20.0	18.0
Employee Workforce - Oklahoma	1,586	1,639	1,640	1,595	1,670
Employee Workforce - North Dakota	303	377	392	405	400
Employee Workforce - Texas	309	340	339	345	382

³⁵ Minority, gender and veteran status are self-reported by employees.



	2018	2019	2020	2021	2022
Employee Workforce - Kansas	220	212	214	197	208
Employee Workforce - Montana	89	93	85	84	84
Employee Workforce - Illinois	65	67	68	62	71
Employee Workforce - Additional States	126	141	148	159	160
External New Hires ³⁶	418	466	181	244	460
Internal New Hires ³⁶	143	130	73	93	139
Total Offers Accepted ³⁶	550	592	237	337	599
Percent Employee Turnover	8.4	9.2	5.8	10.5	11.1
Corporate Equality Index Score ³⁷	95	95	100	100	100
Community Investments					
Foundation Contributions (Millions)	\$4.0	\$5.1	\$5.0	\$4.4	\$4.9
Corporate Contributions (Millions)	\$3.1	\$4.0	\$3.2	\$3.6	\$4.1
Total Volunteers	674	731	357	263	670
Total Volunteer Hours Recorded	14,245	14,757	7,486	4,778	14,817
Matching Grant Dollars	\$265,893	\$301,102	\$239,355	\$293,363	\$440,250
Volunteer Service Grant Dollars	\$60,250	\$64,250	\$64,750	\$44,500	\$62,500
Economic Impact					
Property Taxes (Millions) ³⁸	\$87.5	\$103.0	\$123.0	\$146.8	\$173.8
FICA Taxes (Millions)	\$20.8	\$25.3	\$25.3	\$18.4	\$26.8
Payroll (Millions)	\$317.1	\$455.8	\$393.2	\$334.0	\$393.7

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

37 The Human Rights Campaign Foundation's Corporate Equality Index is released each year and provides an in-depth analysis and rating of large U.S. employers and their policies and practices pertinent to diversity and inclusion.

38 A portion of the 2022 total is estimated as we had not received all property tax statements at the time reported. The previously reported 2021 estimate has been updated to reflect actual amounts paid.



	2018	2019	2020	2021	2022
Employee Payroll – Oklahoma (Millions)	\$203.35	\$306.7	\$249.0	\$204.6	\$245.1
Employee Payroll – North Dakota (Millions)	\$29.55	\$38.0	\$40.5	\$40.6	\$44.7
Employee Payroll – Texas (Millions)	\$31.56	\$39.5	\$38.9	\$33.8	\$41.8
Employee Payroll – Kansas (Millions)	\$19.21	\$21.7	\$20.8	\$18.6	\$20.4
Employee Payroll – Montana (Millions)	\$13.37	\$17.1	\$17.0	\$15.4	\$15.5
Employee Payroll – Illinois (Millions)	\$5.61	\$6.2	\$5.9	\$5.2	\$5.9
Employee Payroll – Other States (Millions)	\$13.89	\$26.6	\$20.2	\$15.9	\$20.3
Political Involvement					
Total ONEOK Employee Political Action Committee Contributions ³⁹	\$152,320	\$34,180	\$172,930	\$99,350	\$170,150
State Contributions	\$91,320	\$21,180	\$99,930	\$48,850	\$106,650
Federal Contributions	\$61,000	\$13,000	\$73,000	\$50,500	\$63,500

39 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.

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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 2022-2023 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, 2022, to Dec. 31, 2022, 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 2022-2023 Corporate Sustainability/ESG Report

AR: ONEOK's 2022 Annual Report

PS: ONEOK's 2023 Proxy Statement

PD: ONEOK's ESG Performance Data

SASB Standard	GRI Standard	GRI Sector Standard Reference	Disclosure	Response, link or additional information
GENERAL				
EM-MD-000.A	2-1		Organizational details	CSR: Energy in Action, pgs. 6-9 ; Transforming Energy Future, pgs. 13-16 AR: pgs. 1-2, 5, 16
	2-2		Entities included in sustainability reporting	CSR: About the Report, pg. 73
	2-3		Reporting period, frequency and contact point	CSR: About the Report, pg. 73
	2-5		External assurance	CSR: About the Report, pg. 73 PD: CSR Appendix



SASB/GRI DISCLOSURE INDEX CONTINUED

SASB Standard	GRI Standard	GRI Sector Standard Reference	Disclosure	Response, link or additional information
ACTIVITIES AND WORKERS				
	2-6		Activities, value chain and other business relationships	CSR: Energy in Action, pgs. 6-9 ; Social, pgs. 51-54 AR: Business, pg. 5
	2-7		Employees	PD: CSR Appendix
GOVERNANCE				
	2-9		Governance structure and composition	CSR: pgs. 59-61 PS: Governance of the Company, pgs. 20-38
	2-10		Nomination and selection of the highest governance body	PS: Director Nominations, pg. 29
	2-11		Chair of the highest governance body	CSR: pg. 60 PS: pg. 35
	2-12		Role of highest governance body in overseeing the management of impacts	CSR: Governance, pgs. 59-61, 70 PS: Governance of the Company, pgs. 20-38
	2-13		Delegation of responsibility for managing impacts	CSR: Governance, pgs. 59-61, 65-67 PS: Governance of the Company, pgs. 20-38
	2-14		Role of highest governance body in sustainability reporting	CSR: Environment, pg. 18 ; Governance, pgs. 59-61, 67 PS: ESG Oversight, pg. 35
	2-15		Conflicts of interest	PS: Director Nominees, pg. 49-53 ; Stock Ownership, pgs. 56-57 ; Related Person Transactions, pg. 90
	2-16		Communication of critical concerns	CSR: Governance, pg. 67-68 PS: Complaint Procedures, pg. 33



SASB/GRI DISCLOSURE INDEX CONTINUED

SASB Standard	GRI Standard	GRI Sector Standard Reference	Disclosure	Response, link or additional information
	2-17		Collective knowledge of the highest governance body	PS: Qualifications and Experience, pgs. 44-52
	2-18		Evaluation of the performance of the highest governance body	PS: Annual Evaluations, pg. 33 ; Election of Directors, pg. 45
	2-19		Remuneration policies	PS: Director Compensation, pg. 30 ; Executive Compensation, pgs. 58-84
	2-20		Process to determine remuneration	PS: Executive Compensation, pgs. 58-84
	2-21		Annual total compensation ratio	PS: CEO Pay Ratio, pg. 84

STRATEGY, POLICIES AND PRACTICES

	2-22		Statement on sustainable development strategy	CSR: CEO Letter, pgs. 4-5 ; Transforming Energy Future, pgs. 13-16
	2-23		Policy commitments	CSR: Social, pgs. 56-57 ; Governance, pgs. 67-69 oneok.com/sustainability
	2-24		Embedding policy commitments	CSR: Social, pgs. 56-57 ; Governance, pgs. 67-69
	2-26		Mechanisms for seeking advice and raising concerns	CSR: Governance, pgs. 67-69 oneok.com/sustainability
	2-27		Compliance with laws and regulations	PD: CSR Appendix
	2-28		Membership associations	CSR: Social, pg. 49 oneok.com/about-us/political-engagement



SASB/GRI DISCLOSURE INDEX CONTINUED

SASB Standard	GRI Standard	GRI Sector Standard Reference	Disclosure	Response, link or additional information
STAKEHOLDER ENGAGEMENT				
	2-29		Approach to stakeholder engagement	CSR: pg. 55 PS: 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. 37-48
	201-2	11.2.2, 11.14.3	Financial implications and other risks and opportunities due to climate change	CSR: pgs. 13-12 , TCFD Index AR: Risk Factors, pgs. 23-24
	201-3		Defined benefit plan obligations and other retirement plans	CSR: pgs. 37-40 AR: Employee Benefit Plans, pgs. 87-92
INDIRECT ECONOMIC IMPACTS				
	203-1	11.14.4	Infrastructure investments and services supported	CSR: Environment, pg. 27 ; Social, pgs. 46-48 AR: MD&A, pgs. 37-48
	203-2	11.14.5	Significant indirect economic impacts	CSR: Energy in Action, pgs. 6-9 ; Social, pgs. 46-48 AR: MD&A, pgs. 37-48 PD: CSR Appendix
PROCUREMENT PRACTICES				
	204-1	11.14.6	Proportion of spending on local suppliers	CSR: Social, pgs. 51-54



SASB/GRI DISCLOSURE INDEX CONTINUED

SASB Standard	GRI Standard	GRI Sector Standard Reference	Disclosure	Response, link or additional information
ANTI-CORRUPTION				
	205-1	11.20.2	Operations assessed for risks related to corruption	CSR: Governance, pgs. 67-68
	205-2	11.20.3	Communication and training about anti-corruption policies and procedures	CSR: Governance, pgs. 67-68
TAX				
	207-1	11.21.4	Approach to tax	CSR: Governance, pg. 67
	207-2	11.21.5	Tax governance, control and risk management	CSR: Governance, pg. 67
	207-3	11.21.6	Stakeholder engagement and management of concerns related to tax	CSR: Governance, pg. 67
	207-4	11.21.7	Country-by-country reporting	CSR: Governance, pg. 67
ENERGY				
	302-1	11.1.2	Energy consumption within the organization	CSR: Environment, pg. 20 PD: CSR Appendix
	302-2	11.1.3	Energy consumption outside of the organization	CSR: Environment, pg. 20 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/GRI DISCLOSURE INDEX CONTINUED

SASB Standard	GRI Standard	GRI Sector Standard Reference	Disclosure	Response, link or additional information
WATER AND EFFLUENTS				
	303-1	11.6.2	Interactions with water as a shared resource	CSR: Environment, pgs. 23-27
	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. 23-27 PD: CSR Appendix
EM-MD-160a.1	304-2	11.4.3	Significant impacts of activities, products and services on biodiversity	CSR: Environment, pgs. 23-27 PD: CSR Appendix
EM-MD-160a.1 EM-MD-160a.3	304-3	11.4.4	Habitats protected or restored	CSR: Environment, pgs. 23-27 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. 23-27



SASB/GRI DISCLOSURE INDEX CONTINUED

SASB Standard	GRI Standard	GRI Sector Standard Reference	Disclosure	Response, link or additional information
EMISSIONS				
EM-MD-110a.1 EM-MD-110a.2	305-1	11.1.5	Direct (Scope 1) GHG emissions	CSR: Environment, pg. 20 PD: CSR Appendix
	305-2	11.1.6	Energy indirect (Scope 2) GHG emissions	CSR: Environment, pg. 20 PD: CSR Appendix
	305-3	11.1.7	Other indirect (Scope 3) GHG emissions	CSR: Environment, pg. 20 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. 18-22 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
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



SASB/GRI DISCLOSURE INDEX CONTINUED

SASB Standard	GRI Standard	GRI Sector Standard Reference	Disclosure	Response, link or additional information
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: Workforce, pgs. 37-40
	401-3	11.10.4, 11.11.3	Parental leave	CSR: Workforce, pg. 39
OCCUPATIONAL HEALTH AND SAFETY				
EM-MD-540a.4	403-1	11.9.2	Occupational health and safety management system	CSR: Governance, pg. 63 ; Social, pg. 33
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. 28-29 PD: CSR Appendix
	403-4	11.9.5	Worker participation, consultation and communication on occupational health and safety	CSR: Social, pgs. 31-35
	403-5	11.9.6	Worker training on occupational health and safety	CSR: Social, pg. 34
	403-6	11.9.7	Promotion of worker health	CSR: Social, pgs. 31-35, 37-40
	403-8	11.9.9	Workers covered by an occupational health and safety management system	CSR: Governance, pg. 63 ; Social, pg. 33
	403-9	11.9.10	Work-related injuries	PD: CSR Appendix
	403-10	11.9.11	Work-related ill health	PD: CSR Appendix



SASB/GRI DISCLOSURE INDEX CONTINUED

SASB Standard	GRI Standard	GRI Sector Standard Reference	Disclosure	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. 10
	404-2	11.7.3, 11.10.7	Programs for upgrading employee skills and transition assistance programs	CSR: Social, pgs. 34, 36, 40
	404-3		Percentage of employees receiving regular performance and career development reviews	CSR: Social, pg. 36
DIVERSITY AND EQUAL OPPORTUNITY				
	405-1	11.11.5	Diversity of governance bodies and employees	CSR: Governance, pg. 60 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. 69
SECURITY PRACTICES				
	410-1	11.18.2	Security personnel trained in human rights policies or procedures	CSR: Governance, pg. 69



SASB/GRI DISCLOSURE INDEX CONTINUED

SASB Standard	GRI Standard	GRI Sector Standard Reference	Disclosure	Response, link or additional information
LOCAL COMMUNITIES				
	413-1	11.15.2	Operations with local community engagement, impact assessments and development programs	CSR: Corporate Citizenship, pgs. 46-48 ; Stakeholder Engagement, pgs. 54-56 ; Governance, pg. 68
	413-2	11.15.3	Operations with significant actual and potential negative impacts on local communities	CSR: Environment, pgs. 20, 23-26
SUPPLIER SOCIAL ASSESSMENT				
	414-1	11.10.8, 11.12.3	New suppliers that were screened using social criteria	CSR: Social, pgs. 51-54
PUBLIC POLICY				
	415-1	11.22.2	Political contributions	CSR: Social, pg. 49-50 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 2022-2023 Corporate Sustainability/ESG Report

AR: ONEOK’s 2022 Annual Report

PS: ONEOK’s 2023 Proxy Statement

PD: ONEOK’s ESG Performance Data

Disclosure	Location	
GOVERNANCE		
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, Emissions Reduction and Climate Change, pgs. 17-20; Governance, pg. 60 PS: Enterprise Risk Management, pg. 24-25
	(b) Describe management’s role in assessing and managing climate-related risks and opportunities	CSR: Environment, Emissions Reduction and Climate Change, pgs. 17-20; Environment, ESH and Sustainability Governance, pg. 60; Governance, Risk Management, pgs. 65-67
RISK MANAGEMENT		
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, Risk Management, pgs. 65-67 PS: Enterprise Risk Management, pgs. 24-25
	(b) Describe the organization’s processes for managing climate-related risks	CSR: Governance, Risk Management, pgs. 65-67 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, Risk Management, pgs. 65-67 PS: Enterprise Risk Management, pgs. 24-25



Disclosure	Location	
STRATEGY		
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	CSR: Transforming Energy Future, pgs. 13-16; Environment, Emissions Reduction and Climate Change, pgs. 17-20; Governance, pgs. 65-67 PS: Enterprise Risk Management, pg. 24-25
	(b) Describe the impact of climate-related risks and opportunities on the organization's business, strategy and financial planning	CSR: Environment, Emissions Reduction and Climate Change, pgs. 17-20; Environment, ESH and Sustainability Governance, pgs. 60-64; Governance, Risk Management, pgs. 65-67
	(c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2 degree Celsius or lower scenario	CSR: ONEOK Performance Targets, pg. 11-12; Emissions Reduction and Climate Change, pgs. 18-22; Transforming Energy Future, pgs. 13-16
METRICS AND TARGETS		
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	CSR: ONEOK Performance Targets, pg. 11-12; Environment, Emissions Reduction and Climate Change, pgs. 18-22 PS: Environmental Safety and Health, Greenhouse Gas Emissions, pgs. 38-39
	(b) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management processes	CSR: Environment, Greenhouse Gas Data, pgs. 18-22 PD: CSR Appendix
	(c) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions, and the related risks	CSR: Environment, Greenhouse Gas Data, pgs. 18-22 PD: CSR Appendix EIC Midstream ESG Reporting Template



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,” “guidance,” “intend,” “may,” “might,” “outlook,” “plan,” “potential,” “project,” “scheduled,” “should,” “target,” “will,” “would,” and other words and terms of similar meaning.

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:

- ♦ The effects of changes in governmental policies and regulatory actions, including changes with respect to income and other taxes, pipeline safety, environmental compliance, cybersecurity, climate change initiatives, emissions credits, carbon offsets, carbon pricing, production limits and authorized rates of recovery of natural gas and natural gas transportation costs;
- ♦ Changes in demand for the use of natural gas, NGLs and crude oil because of the development of new technologies or other market conditions caused by concerns about climate change;
- ♦ The impact of the transformation to a lower-carbon economy, including the timing and extent of the transformation, as well as the expected role of different energy sources, including natural gas, NGLs and crude oil, in such a transformation;
- ♦ 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 and could cause certain investors or lenders not to lend or invest in us;
- ♦ 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 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 which could lead to increased scrutiny from private parties and governmental authorities related to our ESG efforts;
- ◆ 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 (both Scope 1 and 2 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 effects of weather and other natural phenomena, and the effects of climate change (including physical and transformation-related effects), on our operations, demand for our services and commodity prices;
- ◆ The risk of increased costs for insurance premiums, as a consequence of more frequent or more severe weather events related to climate change that we may not be able to pass on to our customers;
- ◆ Acts of nature, sabotage, terrorism or other similar acts that cause damage to our facilities or our suppliers', customers' or shippers' facilities;
- ◆ The possibility of future terrorist attacks or the possibility or occurrence of an outbreak of, or changes in, hostilities or changes in the political conditions throughout the world, including the current conflict in Ukraine and the surrounding region;
- ◆ Increased costs as a consequence of terrorist attacks, including security related measures;
- ◆ Competition from other United States and foreign energy suppliers and transporters, as well as alternative forms of energy, including, but not limited to, solar power, wind power, geothermal energy and biofuels such as ethanol and biodiesel;
- ◆ The risks inherent in the use of information systems in our respective businesses and those of our counterparties and service providers, including cyber-attacks, which, according to experts, have increased in volume and sophistication since the beginning of the COVID-19 pandemic; implementation of new software and hardware; and the impact on the timeliness of information for financial reporting;
- ◆ The mechanical integrity of facilities and pipelines operated;
- ◆ The uncertainty of estimates, including accruals and costs of environmental remediation;
- ◆ The profitability of assets or businesses acquired or constructed by us;
- ◆ Changing demographics that may affect the cost of providing benefits to eligible employees and qualified retirees;



- ♦ The risks associated with pending or possible acquisitions and dispositions, including our ability to finance or integrate any such acquisitions and any regulatory delay or conditions imposed by regulatory bodies in connection with any such acquisitions and dispositions;
- ♦ The length, severity and reemergence of a pandemic or other health crisis, such as the COVID-19 pandemic and the measures taken to address it, which may (as with COVID-19) precipitate or exacerbate one or more of the factors herein, reduce the demand for natural gas, NGLs and crude oil and significantly disrupt or prevent us and our customers and counterparties from operating in the ordinary course of business for an extended period and increase the cost of operating our business.; and
- ♦ Those factors listed under “Forward-looking Statements” in our Annual Report on Form 10-K for the fiscal year ended Dec. 31, 2022 (2022 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 2022 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. 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 publicly 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.

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 the U.S. federal securities laws or disclosure regulations promulgated thereunder, even if we use the word “material” or “materiality” 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, 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.