



Sustainability in action.



2021-2022

Corporate Sustainability Report

Environmental
Social
Governance

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.

TABLE OF CONTENTS

Letter to Our Stakeholders	2
Energy in Action	4
Highlights and Recognition	8
Performance Targets	9
Transforming Energy Future	10
Environment	12
Social	24
Governance	50
Appendix	62
About the Report	62
ESG Performance Data	64
SASB/GRI Index	72
TCFD Index	80

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



CEO LETTER TO OUR STAKEHOLDERS

To Our Stakeholders,

2021 provided another year of growth and progress for ONEOK – both in terms of our business and our sustainability efforts.

We announced a new Mission, Vision and Core Values, which will underscore our strategy, operations and interactions with our stakeholders. Operating safely, sustainably and environmentally responsibly remains key to our success, and encouraging a culture of employee and stakeholder engagement will continue to drive our company forward.

This report highlights the efforts we are taking to enhance our environmental, social and governance (ESG)-related programs, initiatives and disclosures, providing specific examples of how ONEOK is putting *sustainability in action* every day.

One of our core values highlights safety and environmental responsibility. We remain focused on placing the health and safety of our communities and employees at the forefront of all we do through training, education and community outreach efforts. We also continue identifying opportunities to reduce our operational impact. In 2021, we announced an absolute greenhouse gas (GHG) emission reduction target, marking another major environmental milestone for our company. You can learn more about our GHG target and how we expect to achieve it in this report.

In addition to this target, our dedicated sustainability and alternative energy solutions teams are actively researching opportunities that will complement our assets and expertise while enhancing our role in a lower-carbon economy. We will remain intentional in our focus and maintain capital discipline while developing these opportunities.

Another ONEOK core value is diversity and inclusion (D&I). We believe that a diverse and inclusive workforce is essential to our business and that unique perspectives challenge us to think differently and creatively about what we do.

We continue to place an importance on expanding our D&I efforts by offering programming, learning events and mentoring opportunities to employees. Additionally, we have expanded our inclusive employee benefits, remain focused on diverse talent recruitment and supplier engagement, and continue to support D&I efforts in the communities where we operate. These efforts and more led to ONEOK receiving a perfect score in the latest Human Rights Campaign Foundation's Corporate Equality Index for the second year in a row.

"Operating safely, sustainably and environmentally responsibly remains key to our success, and encouraging a culture of employee and stakeholder engagement will continue to drive our company forward."

ONEOK's sustainability efforts and commitments have been recognized by several other leading organizations and agencies as well. In 2021, ONEOK received an MSCI ESG Rating of AA, was named to JUST Capital's list of Top 100 U.S. Companies Supporting Healthy Communities and Families, and received an ESG Risk Rating placing us in the top 10% in the refiners and pipelines industry assessed by Sustainalytics, to name a few. These recognitions highlight a number of the important things we are doing as a company to ensure ONEOK remains a great workplace, community partner and service provider.

Our ESG-related performance is a source of pride for ONEOK, and we are committed to continuing to make progress while also remaining dedicated to delivering energy products and services vital to an advancing world.

The U.S. energy industry is uniquely positioned to be a significant source for domestic and global natural gas and NGL supply for the long-term, with midstream playing a vital role in the safe and responsible transportation of these essential energy resources.

The resilience of natural gas and NGLs has been proven through various commodity and economic cycles, severe weather events and international conflicts. Current events continue to demonstrate the importance of these products in a long-term energy transformation, and ONEOK is positioned to help address increasing energy demand while contributing to a secure, reliable, affordable and innovative energy future.

Through best management practices and industry collaborations, we are addressing the growing need for energy products and services today while also preparing for a long-term and lower-carbon energy future.

ONEOK is working to demonstrate *sustainability in action*. Thank you for taking time to learn more about our efforts.

Sincerely,



Pierce H. Norton II
President and Chief Executive Officer

ONEOK - Energy in Action

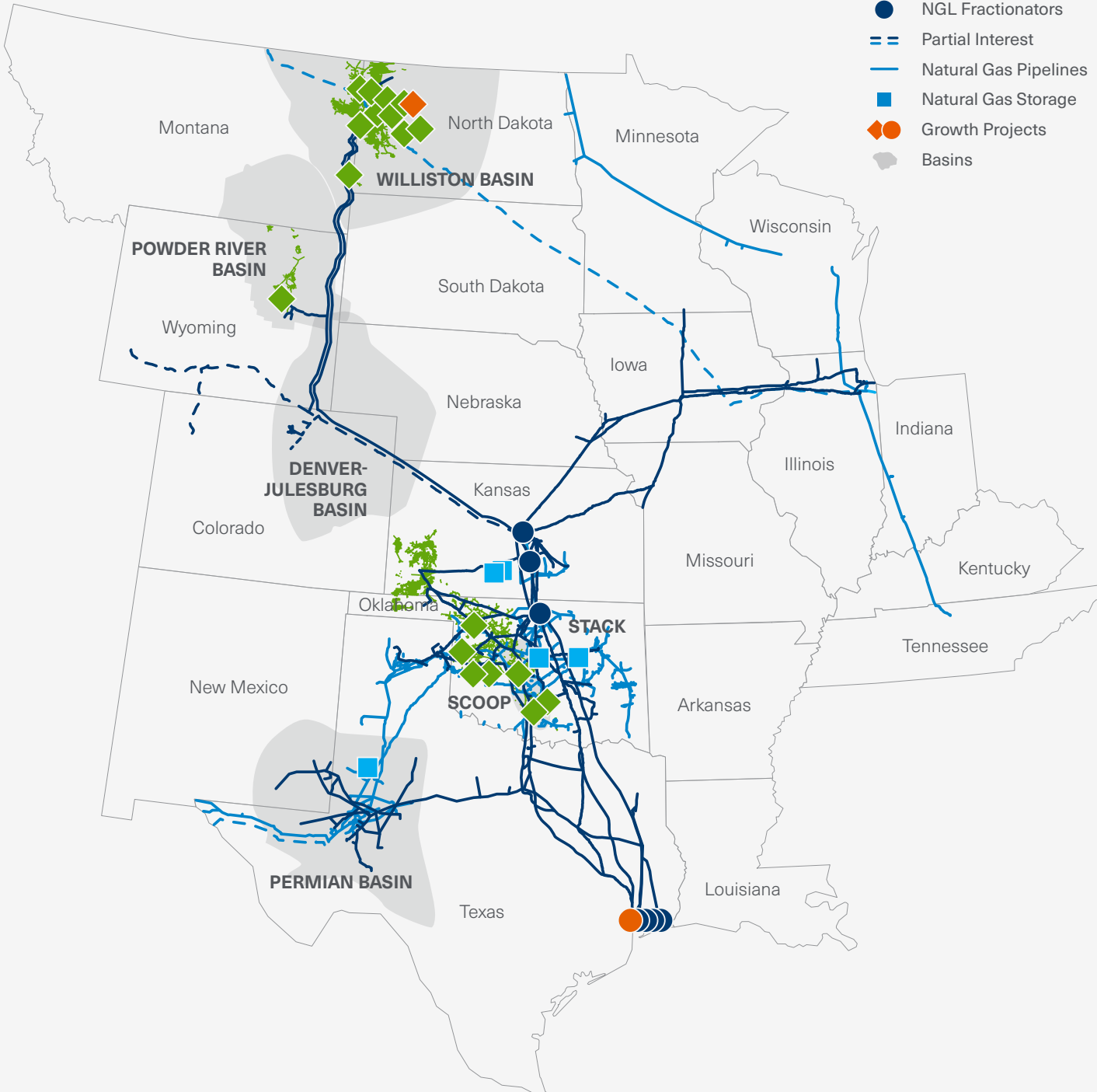
As a leading midstream energy service provider, we deliver energy that makes a difference. ONEOK plays a vital role in transporting the natural gas and NGLs that help meet domestic and international energy demand, contribute to energy security and touch our lives every day. The energy products we transport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

Mont Belvieu NGL fractionation facilities



OUR ASSETS

- Natural Gas Gathering Pipelines
- ◆ Natural Gas Processing Plants
- NGL Pipelines
- NGL Fractionators
- - - Partial Interest
- Natural Gas Pipelines
- Natural Gas Storage
- ◆ Growth Projects
- Basins



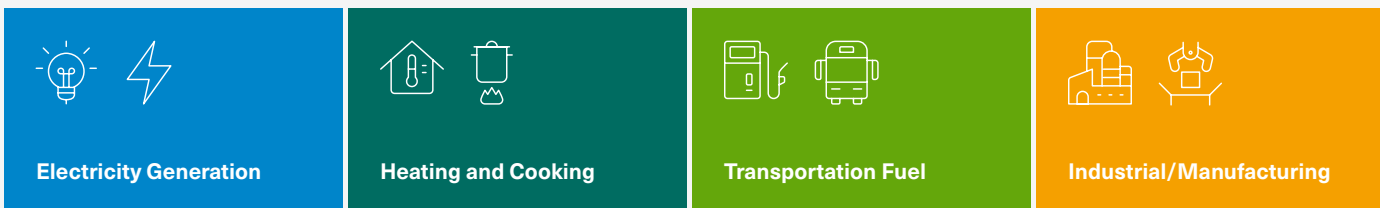
NATURAL GAS

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.

Common Uses of Natural Gas



Common Uses of Natural Gas Liquids (NGLs)



Improving Health Care

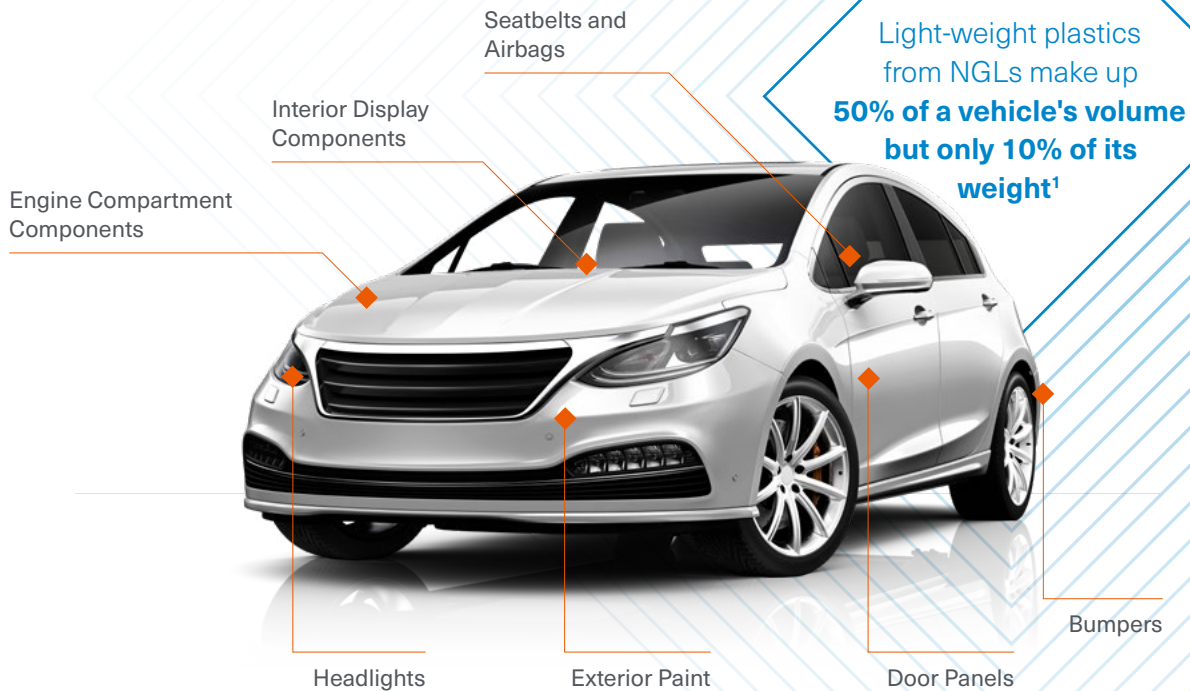
NGLs and the products created from them are vital to the healthcare industry and addressing public health concerns. From applications in personal protective equipment to medical devices, NGLs make health care safer and more efficient. Propane and ethane, for example, serve as feedstocks to produce end-use health care items such as surgical and oxygen masks, gloves, sterile packaging, ventilators, syringes, IV bags, hand sanitizers, pill coatings and more.

Increasing Food Safety and Reducing Food Waste

Food packaging, created with NGL-based feedstocks, helps to reduce food waste, prevent contamination, increase portability and extend product shelf lives. Preserving fresh food and enhancing food safety is especially important in addressing hunger and reducing food and beverage costs around the world.

Providing Safer and More Efficient Transportation

NGLs play an important role in contributing to stronger, lighter-weight vehicle components, greatly increasing fuel efficiency, producing fewer emissions and improving safety. From bumpers and dashboards to exterior paint, seatbelts, airbags and batteries used in some hybrid and electric vehicles, NGLs are essential in the production of many vehicle components.



¹ Source: American Chemistry Council: <https://www.americanchemistry.com/chemistry-in-america/chemistry-in-everyday-products/automotive>

HIGHLIGHTS AND RECOGNITION

Absolute greenhouse gas (GHG) emissions reduction target announced in 2021. Targeting a

2.2 million metric ton reduction

of combined Scope 1 and 2 emissions by 2030 (a 30% reduction in total operational emissions attributable to ONEOK assets in 2019).

Received an

MSCI ESG Rating of AA

(as of 2021).

#5 out of 57 companies

assessed in the Oil and Gas Storage and Transportation Industry in the S&P Global Corporate Sustainability Assessment (as of March 1, 2022).

Qualified for inclusion

in the S&P Global Sustainability Yearbook in 2021 and 2022 and the FTSE4 Good Index series as of June 2022.

On average, each employee completed approximately

60 training hours

during 2021 on topics such as ethics, environment, safety and health, technical skills, diversity and inclusion and more.

>\$8 million

in charitable contributions.

~4,800

volunteer hours.

215 communities

supported through contributions.

ONEOK's ESG Risk Rating places it in the

top 10%

in the Refiners and Pipelines Industry assessed by Sustainalytics.

CDP questionnaires - rankings within the U.S. and Canada Oil and Gas sector.

Climate Change -

Top 30%

(C rated).

Water Security -

Top 15%

(C rated).

Included in more than

30 ESG-related stock market indices (as of June 2022).

14th Corporate Sustainability Report.



RECENT AWARDS

- ◆ **Cornerstone Award** Tulsa Area United Way.
- ◆ **2021 Mosaic Top Inclusive Workplace** Tulsa Regional Chamber.
- ◆ **Perfect Score - Corporate Equality Index 2021 and 2022** Human Rights Campaign Foundation.
- ◆ **Top 100 U.S. Companies Supporting Healthy Communities and Families** JUST Capital.
- ◆ **Veteran Employer Champion 2021** Oklahoma Veteran Employer Champion Network.
- ◆ **Environmental Stewardship Award** Friends of the M.e.t.
- ◆ **2022 Safety Achievement Award for Employee Safety** American Gas Association.

ONEOK PERFORMANCE TARGETS

In September 2021, ONEOK announced a companywide greenhouse gas (GHG) emissions reduction target. ONEOK also sets additional ESG-related targets annually. These targets, which are highlighted below, promote continuous improvement and communicate our high expectations for leadership and employees.

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's GHG reduction target is not included in the company's STI Plan.

Emissions reduction opportunities include:



Electrification of natural gas compression assets.



Methane emission mitigation through best management practices.



System optimizations.



Collaborating with utility providers to increase the availability of lower-carbon power options.

ENVIRONMENT

Absolute GHG Emissions Reduction Target

We have targeted a 2.2 million metric ton (MMT) reduction of our combined Scope 1 and Scope 2 emissions by 2030 (a 30% reduction in total operational emissions attributable to ONEOK assets in 2019).

Learn more about our GHG reduction target in the [Environment](#) section of this report. Scope emissions definitions and examples are also included in the [Environment](#) section.

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, with the exception of 2021 performance. Our 2022 target represents a nearly 5% improvement over 2020 performance and emphasizes ONEOK's expectation for continued improvement.

AREER

2017	2018	2019	2020	2021	2022 Target
1.23	1.05	0.79	0.42	0.80	0.40

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.

TRIR

2017	2018	2019	2020	2021	2022 Target
0.78	0.58	0.32	0.69	0.45	0.31

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

Transforming Energy Future

ONEOK's expansive energy infrastructure and midstream operating expertise position us well to play a vital role in a transforming energy future. 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 Ventures:** responsible for analyzing and advancing capital venture opportunities primarily focused on new and emerging energy-related technologies with long-term growth potential.
- ◆ **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 emissions and reductions.

These groups are working with ONEOK business segments, customers, service providers and various government agencies to identify potential low-carbon or emission-reducing projects. Opportunities under evaluation include the further electrification of compression assets that are currently powered by natural gas, potential carbon capture, use and storage (CCUS) opportunities; sourcing renewable energy for operations; and other longer-term opportunities such as hydrogen blending, transportation and storage.

Electrification of Compression Assets

Compression assets are vital to efficiently flowing natural gas through ONEOK's pipelines. We utilize a significant amount of electric-powered compression across our operations. 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 85% electric. Electric-powered compressors produce no Scope 1 combustion emissions and provide opportunities to reduce ONEOK's total greenhouse gas (GHG) emissions where renewable energy is available to power our compressors. 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.



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.

Hydrogen Transportation and Storage

Our existing assets and operational infrastructure also position us to participate in the potential transition to a low-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.

ONEOK participates in multiple low-carbon and sustainable energy-focused initiatives and research projects, including:

- ◆ **Carbon Utilization and Storage Partnership (CUSP)** – a U.S. Department of Energy (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 U.S. 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 U.S. 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.
- ◆ **OK H2 Task Force** – the Oklahoma Hydrogen Production, Transportation and Infrastructure Task Force was established in 2021 to study hydrogen market dynamics and Oklahoma's potential for a hydrogen economy. The task force ultimately developed and submitted a report to Oklahoma governmental leaders outlining the state's extensive resources that could support a low-carbon hydrogen economy and the potential economic impact of producing and transporting hydrogen.



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.

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 responsible climate 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.

GHG Emissions Reduction Targets

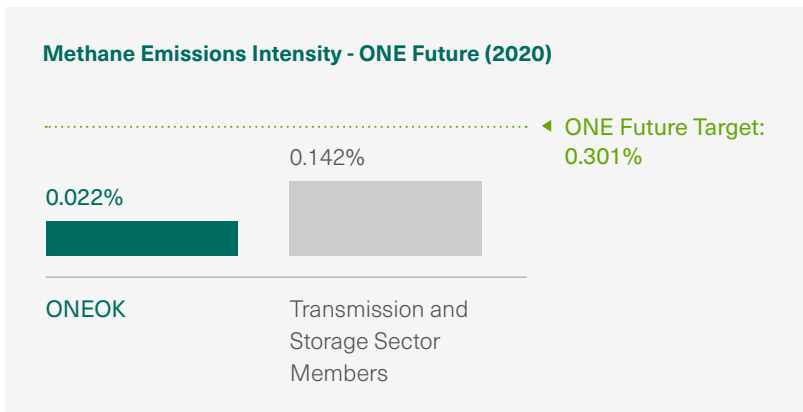
In September 2021, ONEOK announced a companywide GHG emissions reduction target. ONEOK is targeting a 2.2 million metric ton (MMT) reduction of our combined Scope 1 and Scope 2 emissions by 2030 (a 30% reduction in total operational emissions attributable to ONEOK assets in 2019).

Some emission reduction opportunities 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.

Additionally, ONEOK is a member of Our Nation's Energy Future Coalition (ONE Future), an industry-led natural gas group dedicated to voluntarily achieving meaningful reductions in methane emissions across the natural gas value chain. Through the coalition, ONEOK has committed to achieve a sector-specific methane emissions intensity target for our natural gas transmission and storage operations by 2025. In 2020, ONEOK reported a methane emissions intensity of 0.022% 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.

We continue to evaluate the expectations of the Task Force on Climate-related Financial Disclosures (TCFD), a voluntary framework for climate-related assessment and reporting. Framework recommendations outline four core reporting elements – Strategy, Governance, Risk Management, and Metrics and Targets. Current disclosures that align with TCFD can be found in the appendix of this report.



GREENHOUSE GAS EMISSIONS

Tracking our emissions provides a baseline for evaluating performance and identifying reduction opportunities. We report Scope 1 emissions according to the EPA's 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 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 emissions, we report GHG emissions attributable to Subpart NN - Suppliers of Natural Gas & Natural Gas Liquids.

The table below shows our Scope 1, Scope 2 and Scope 3 emissions performance over the past three years. See our [ESG Performance Data](#) for more information.

Total Greenhouse Gas Emissions			
Million Metric Tons (MMT) CO ₂ e ²	2019	2020	2021
Scope 1	4.2	3.8	3.8
Carbon Dioxide	3.1	2.7	2.9
Methane (CO ₂ e)	1.1	1.0	0.9
Nitrous Oxide (CO ₂ e)	0.003	0.003	0.001
Scope 2	3.0	2.5	2.7
Scope 3*	57.4	60.4	66.7

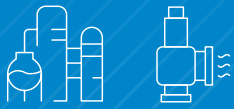
*Scope 3 emissions reported according to Subpart NN - Suppliers of Natural Gas & Natural Gas Liquids, part of the GHGRP.

² 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 a specific GHG by its associated global-warming potential.

Scope Emissions

Scope 1

Direct emissions from company-owned and controlled sources.



ONEOK Examples:

- ◆ Natural gas combustion from compressor engines and process heaters.
- ◆ Emissions that escape from operating equipment.
- ◆ Releases from venting sources such as relief valves.

Scope 2

Indirect emissions from the generation of purchased power. These emissions occur at the facility where they are generated, such as a utility, but are accounted for at the organization where the power is consumed.



ONEOK Example:

- ◆ Emissions from the generation of purchased electricity used to power plants, fractionators, pump stations and other assets.

Scope 3

Any indirect emissions not included in Scope 2 that occur in the value chain of the reporting company, including upstream and downstream emissions from assets not owned or controlled by the reporting company. Scope 3 emissions fall within 15 categories, though not every category is relevant for all organizations.



ONEOK Examples:

- ◆ Emissions that would result from the use of NGL products delivered to customers.
- ◆ NGL products - ethane, propane, butane, isobutane and natural gasoline - are assumed to be fully combusted or oxidized by downstream customers such as petrochemical, industrial and marketing companies.
- ◆ *ONEOK reports Scope 3 emissions according to Subpart NN - Suppliers of Natural Gas and Natural Gas Liquids, part of the GHGRP. Emissions do not include the sale of natural gas to end users.*

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 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 is currently connected with four RNG facilities, resulting in a reduction of more than 650,000 metric tons of CO₂e from being released.
- ◆ Leverage technology that facilitates the fast detection of methane emissions including optical gas imaging (OGI) cameras, photoionization detectors, flame ionization detectors and ultrasonic technology.

To foster improvement, the CEO Environment, Safety and Health (ESH) Leadership Award is presented annually to ONEOK operating groups that demonstrate exceptional environmental, safety and health performance. The award aims to recognize accomplishments and highlight leading practices across the company. The 2021 award was presented to the Natural Gas Liquids Fractionation and Storage segment for the group's proactive initiatives and strong performance related to environmental impact reduction, sustainability and process safety.

Collaborating with producers to reduce well-head flaring.

ONEOK has added approximately
1.5 billion cubic feet per day of processing capacity

in North Dakota with ONEOK infrastructure investments totaling more than \$3.5 billion 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.

Asset Planning and Updates

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.

Voluntary OGI Monitoring Program: ONEOK instituted a voluntary Optical Gas Imaging (OGI) Monitoring Program in 2020 to monitor fugitive emissions at selected ONEOK assets that are not currently subject to mandatory EPA fugitive emission monitoring regulations. The 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 more than 190,000 miles per year and reduced CO₂ emissions approximately 100 tons annually. We have installed more than 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 recently used a new engineering design that promotes operating efficiencies, reduced emissions and reduced facility dimensions in the construction of two NGL fractionation facilities in Mont Belvieu, Texas.

Fractionators use heating and cooling cycles to separate raw feed NGLs into five purity components – ethane, propane, butane, isobutane and natural gasoline. A traditional fractionator uses a four-tower system to do this,

with each tower separating out different products based on temperatures. The new design of ONEOK's fractionators condenses this process into three towers using dividing wall column (DWC) technology. Compared with a traditional fractionator, DWC technology enables lower carbon emissions, uses less energy and reduces the amount of land required to build the asset.

ONEOK's MB-4 facility was completed in early 2020, and MB-5 is currently under construction with an expected completion in 2023. Both facilities were designed and constructed by a third-party engineering firm using DWC technology.

Industry Collaboration: ONEOK participates in a number of industry organizations in addition to ONE Future that pursue emissions reductions and other sustainability-focused initiatives.

We are a member of the 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, such as those found in the U.S. Environmental Protection Agency (EPA) Natural Gas STAR Program, which ONEOK has participated in since 2000.

ONEOK's involvement also includes the GPA Midstream Association and its Environmental and Natural Resources Committee, which coordinates member positions on environmental issues; the American Petroleum Institute's Air Permitting Task Force, Clean Air Issue Group and ESG Reporting Group; and the development and enhancement of the Energy Infrastructure Council's ESG toolkit and reporting template.

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 refraining 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 managing 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 practicable. 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 and U.S. Army Corps of Engineers, when applicable.

Environmental evaluations of select proposed projects 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.



Preserved tree grove near Mont Belvieu fractionation facilities

ONEOK's Three-Tiered Conservation Strategy

	Biodiversity and Ecosystem Conservation	Water and Wetland Conservation
Avoid	Where practicable, ONEOK refrains from site selection in protected and HCV areas. Examples include rerouting or relocating projects and scheduling work to avoid seasons or times when a species may be present.	In the early stages of a project, water resource data is reviewed to identify opportunities to avoid 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 reseeded with native seed mix; and activities specific to U.S. Fish and Wildlife Service 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.

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 2021 we restored nearly 480 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. The majority of pipeline construction for ONEOK's most recent capital-growth program was completed in 2019.

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 has voluntarily enrolled in Candidate Conservation Agreements with Assurances (CCAA) for both the lesser prairie chicken and monarch butterfly. CCAs enable companies to take measures to stabilize and restore populations of rare or candidate species before they are listed as threatened or endangered under the Endangered Species Act (ESA). While neither species is currently listed under the ESA, they are likely to become candidates in the future based on their biological status and threats. In some cases, proactive conservation efforts for candidate species can eliminate the need to list them under the ESA.



Preserved wetlands adjacent to Mont Belvieu fractionation facilities

By enrolling in the CCAA, ONEOK has committed to undertaking specific activities that address the identified threats to the lesser prairie chicken and monarch butterfly for the length of the agreement.

Through an industry organization, ONEOK also worked with the U.S. Fish and Wildlife Service 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 2021, ONEOK construction activities resulted in approximately \$460,000 in mitigation credits used to fund beetle habitats. In 2020, the American burying beetle was downgraded by the U.S. Fish and Wildlife Service from an endangered to threatened species under the ESA.

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 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 2021, ONEOK estimates that we avoided more than 40% of the waterbodies and wetlands along planned pipeline routes during this period of time. 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 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:

- ◆ **Ducks Unlimited** – pledged to the organization's Gulf Coast Initiative to restore and enhance critical wetlands in Texas and Louisiana. Conservation of these areas is critical to maintaining the rich diversity of wildlife that is dependent on such habitats.
- ◆ **Save the Maah Daah Hey** – donated to support 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.
- ◆ **Nature Conservancy** – helped fund research, restoration and stewardship of native Oklahoma pollinator habitats, which are critical to food production. About 80% of all flowering plants and more than 75% of the world's staple crops rely on pollinators for their seed and fruit production.

RECYCLING AND WASTE REDUCTION

ONEOK uses a resource management software system designed to streamline reporting and provide an understanding of recycled materials 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.

ONEOK recently completed a project to repurpose used equipment in North Dakota saving more than 5.6 million pounds of steel, more than 576,000 pounds of aluminum, approximately 26,000 pounds of plastic and 29,000 pounds of copper wire. This cost-effective solution to meet our customers' needs saved approximately \$500,000, while also balancing our overall impact to the environment.

View ONEOK's [ESG Performance Data](#) in the Appendix of this report for additional waste, recycled materials and pipeline inspection data.

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 (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.



Natural gas processing facility

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 the American Petroleum Institute (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 2021, our mechanical integrity teams conducted approximately 8,300 inspections on equipment and piping at our facilities and assets regulated by the U.S. Department of Transportation and OSHA.

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.

In 2021, ONEOK implemented industrial coating selection and application procedures designed to minimize pollutants contained in the protective coatings we use on our equipment. Applying these new procedures, we select industrial coatings that contain lower levels of volatile organic compounds (VOCs) – less than 2.8 pounds per gallon, which is lower than regulatory requirements in all our operating areas – and prioritize coatings that are free of hazardous air pollutants (HAPs).

Underground Storage Integrity

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

Reservoirs, mined salt caverns and mined rock caverns are used to store natural gas, 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.



Fractionation facility

COVID-19 – ONGOING RESPONSE AND SUPPORT

Throughout the COVID-19 pandemic, ONEOK continued to prioritize health and safety while remaining focused on providing essential energy services for our customers and communities. In early 2022, employees who had been working remotely during the pandemic returned to office locations through a phased approach. An onsite/remote hybrid work schedule was implemented

for eligible employees, and temporary remote work accommodations were approved for employees in eligible positions who were at elevated risk due to their own medical condition or that of a household member. Safety enhancements were made across ONEOK's operating locations such as adding sanitizer and thermometer stations; touchless restroom fixtures and doors; ultraviolet lights on heating, hydration stations, ventilation and air conditioning units; and increased air circulation and facility cleaning.

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.

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.

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 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 early 2022, the ESH Leadership Committee announced the Take Five campaign. The companywide initiative encourages employees to slow down, step back and "take five" 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 provides an inventory of key operating risks that may have potential environmental or safety impacts and identifies the key controls to use in order to manage those risks.

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



Safety meeting at a fractionation facility

Safety and Health Structure

Board of Directors	<ul style="list-style-type: none"> ◆ Oversees corporate 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). ◆ Recommends and approves compensation for named executive officers, taking into consideration multiple factors including safety performance.
CEO and Executive Management	<ul style="list-style-type: none"> ◆ Provide overall guidance for and oversight of company focus on 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.
Operations ESH Subcommittee	<ul style="list-style-type: none"> ◆ Provides process safety oversight and identifies opportunities for improvement. ◆ Membership includes senior operations leadership.
Corporate and Operations Safety and Health Organizations	<ul style="list-style-type: none"> ◆ Safety and health leaders are responsible for strategy, implementation and performance reporting. Monthly meetings are held to collaborate and share leading practices from 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 laws, regulations, permits, requirements and procedures, and completing all training relevant to their role. ◆ Safety performance included in STI Plan for all employees.

Technical Training Highlights

80-120

technical skills covered, depending on an employee's role.

More than

10,000

technical training activities were completed by employees in 2021.

More than

24,000

technical training hours completed in 2021.

Employee Training

Environment, Safety and Health (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.

Approximately 3,100 employees completed approximately 139,000 total ESH training hours during 2021.

Core requirements include Emergency Response Action Plan training, which must 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.

Courses also included 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.

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 must comply with the same high ESH performance standards required of ONEOK employees. In the ONEOK Supply Chain Management section we discuss our supplier expectations.

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.
- ◆ We have improved our selection process for contractor safety professionals providing 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.
- ◆ 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 31 near misses and 454 good catches in 2021.



Fractionation facility employee

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.

People Attraction and Selection

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

ONEOK prioritizes recruiting and hiring local talent when possible. As of Dec. 31, 2021, 94% of employees were residents of the state where their

positions were located. We also encourage internal mobility and advancement. In 2021, approximately 30% 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; career development in the form of mock interviews, resume assistance, job shadowing and internships; and financial contributions to help support student scholarships, career services and campus infrastructure improvements.

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 2021, ONEOK conducted a companywide employee engagement survey and achieved our goal of an 80% participation rate. The survey, administered by Gallup, a third-party analytics and advisory firm, targeted key drivers of employee engagement, including growth, teamwork, individual contribution and basic needs. The survey also incorporated questions designed to benchmark key aspects of our corporate culture against Gallup's diversity and inclusion index. The results, including how our organization compared against industry, global and first-time 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.

View the [Diversity and Inclusion](#) section of this report for more information on hiring practices.

Career Development and Advancement

Providing professional and leadership development opportunities for our workforce is critical to retaining high-performing employees and promoting 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 mentoring programs and leadership engagement provided through business resource groups.
- ◆ Educational assistance program.

During 2021, ONEOK employees completed approximately 8,800 hours of training focused on leadership, professional development and diversity and inclusion. Approximately 1,500 employees, or more than 50% of our workforce, participated in at least one of these trainings. ONEOK transitioned all in-person trainings to virtual formats for employees working remotely during the pandemic.

ONEOK Leadership Behaviors and Expectations

ONEOK provides employees with the resources to build skills and understanding in these key areas:

- ◆ Integrity.
- ◆ Vision, Accountability and Decision-Making.
- ◆ Collaboration and Communications.
- ◆ Assess Employee Performance.
- ◆ Visible and Open to Input.
- ◆ Economic Thinking.
- ◆ Emotional Intelligence.
- ◆ Customer Relations.
- ◆ Community Involvement.
- ◆ Environmental, Safety and Health Focus.

Our core Leadership Development Strategy consists of three classroom modules - foundations of leadership, situational leadership and leading high performing teams - that emphasize ONEOK's Leadership Behaviors and Expectations.

Formal professional development training also is made available to employees in individual contributor roles. This includes six self-paced development tracks focused on (1) communication skills, (2) relational skills, (3) business acumen, (4) organizing and planning, (5) diversity and inclusion and (6) foundational leadership and other resources like electronic learning modules, articles and videos that focus on specific areas of growth.

Compensation and Benefits

ONEOK is committed to offering a competitive total compensation package for all employees, composed of elements including base pay, eligibility for an annual cash incentive bonus and health, wellness and retirement savings benefits. Senior management and other key employees also are eligible for long-term equity compensation awards. We routinely compare our compensation and benefits offerings against 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 to support compensation decisions.



ONEOK Benefit Highlights

Full-time employee benefits are highlighted below. Part-time employees who are regularly scheduled to work at least 20 hours per week also are eligible for most employee benefits, including 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.com/careers/benefits.

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 90 days (less than five years of service) or up to 180 days (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.
- ◆ 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.
- ◆ No-cost preventive care, including immunizations, well child visits, routine annual physicals and certain non-diagnostic screenings.
- ◆ On-site (Tulsa headquarters only) and near-site clinics in several of ONEOK's operating areas.
- ◆ Health concierge program to assist with provider selection, billing issues, etc.
- ◆ Virtual diabetes prevention, cardiovascular health and weight loss programs.

Mental Health Benefits

- ◆ Employee Assistance Program.
- ◆ Chemical Dependency Treatment Program.
- ◆ Virtual visits available under health plans with dedicated mental health providers.

Wellness Program

- ◆ Resources on nutrition, fitness and general well-being.
- ◆ Flu shots.
- ◆ Tobacco-cessation program.
- ◆ Resources and information on financial topics, including childcare, college savings, budgeting, retirement planning and elder care.

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 and provides an additional profit-sharing contribution each year for eligible employees. As of Dec. 31, 2021, 96% of employees participated in ONEOK's 401(k) plan. Of those participating, approximately 95% contributed at or above 6% of their compensation to receive the full 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.

In 2022, ONEOK partnered with a specialized third-party fertility benefit manager to provide inclusive fertility services to employees enrolled in ONEOK's health plan. The plan addition aims to help all interested individuals start or grow their families, regardless of their path to parenthood.

In 2022, ONEOK introduced SmartPath, an employee financial wellness tool that provides unbiased education and one-on-one coaching to help reduce financial stress and address everyday topics. Employees can participate in SmartPath's seven step system free of cost.

Workforce Data

Data as of Dec. 31, 2021. Minority, gender and veteran status are self-reported by employees.

Total Employee Workforce

2021

2,847

ONEOK Leadership

2021

- 7.1% Officers Minority
- 19.0% Officers Women
- 11.8% Management Minority
- 22.9% Management Women
- 17.6% Non-Management Minority
- 19.4% Non-Management Women

ONEOK Workforce

2021

- 16.3% Minority
- 20.1% Women
- 59.2% Field
- 40.8% Non-Field
- 51.1% Exempt
- 48.9% Non-Exempt
- 8.0% Veteran

ONEOK Hiring Data

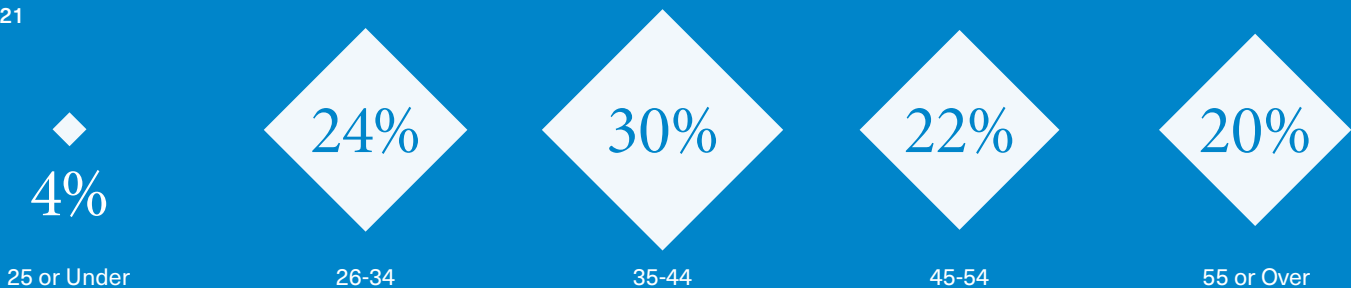
2021

External New Hires **244** | Internal New Hires **93** | Total Offers Accepted **337**


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

Workforce by Age

2021



Employees by State of Employment

2021	
Oklahoma	1,595
North Dakota	405
Texas	345
Kansas	197
Montana	84
Illinois	62
Additional States	159

Employee workforce information is based on state of employment. 'Additional States' category includes Colorado, Indiana, Iowa, Kentucky, Michigan, Minnesota, Nebraska, New Mexico, South Dakota, Tennessee, Virginia, Wisconsin and Wyoming.

Payroll by State of Residence

2021	
Oklahoma	\$205,000,000
North Dakota	\$41,000,000
Texas	\$34,000,000
Kansas	\$19,000,000
Montana	\$15,000,000
Illinois	\$5,000,000
Additional States	\$16,000,000

Total payroll was approximately \$335 million in 2021 and represents a cumulative total paid throughout the year. Payroll information is based on employee state of residence. Comparing payroll and workforce information side-by-side would not necessarily be accurate because some employees live and work in different states and/or employees leave the company throughout the year. Additional states category includes Colorado, Indiana, Iowa, Kentucky, Minnesota, Nebraska, New Mexico, South Dakota, Tennessee, Wisconsin and Wyoming.



Natural gas processing facility

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 inclusion are essential to the long-term sustainability of ONEOK's business. We are committed to proactively

embracing diversity and inclusion by providing resources, training and programming throughout our organization, and 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	Made up of executive management and other members of senior leadership, this group serves in an advisory capacity to guide ONEOK's D&I efforts.
D&I Council	<p>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 employees from different business units, work locations and seniority levels and includes members with different demographics, personal backgrounds and points of view.</p> <p>The council is chaired by our CEO. D&I Executive Committee members and liaisons from our legal, corporate communications and human resources teams attend council meetings.</p>
Business Resource Groups (BRGs)	<p>Voluntary employee-led groups that promote the development of traditionally underrepresented segments of our workforce and serve as resources for both members and our company. All employees are invited to become an ally of one or more of these groups. Each BRG is advised by two vice president-level executive sponsors and allocated an annual budget to support educational programming, mentorship and other activities. ONEOK's current BRGs include:</p> <ul style="list-style-type: none"> ◆ Black/African American ◆ Indigenous/Native American ◆ Latinx/Hispanic American ◆ LGBTQ+ ◆ Veterans ◆ Women
D&I Work Group	A team led by our director of D&I supports and implements a variety of inclusion and leadership-related initiatives throughout the organization and as part of ONEOK's community partnerships.

In 2021:

Employees engaged
in more than

3,300

D&I-related training
hours.

ONEOK contributed
approximately

\$2.7M

(>30% of total corporate
and foundation
giving) to D&I-related
organizations.

Recent D&I Highlights

- ◆ **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.
- ◆ **D&I Engagement:** ONEOK engaged a global human resources consulting firm to assist in the creation of a multiyear D&I strategic plan.
- ◆ **Global Conversations:** The D&I team hosted a panel of international employees to discuss ONEOK's developing international business strategy and the importance of D&I in a global business context.
- ◆ **Remembering 9/11:** ONEOK's CEO and Veterans Resource Group members co-led an event commemorating the 20th anniversary of the 9/11 terrorist attacks.
- ◆ **Employee Support:** ONEOK provided access to individual and group support services for employees impacted by the United States military withdrawal from Afghanistan.

- ◆ **Discussions and Learning:** Approximately 50 ONEOK officers and senior level management participated in a voluntary D&I book discussion group, facilitating conversations about specific D&I topics and how to apply those concepts to leadership, talent management and strategic decision-making.
- ◆ **Allyship Communications:** ONEOK distributed multiple internal communications focused on allyship and support to all employees, including messages from ONEOK's CEO. ONEOK's quarterly employee magazine also highlighted the role and importance of allyship to ONEOK and the broader community.

ONEOK promotes individual and group support opportunities during difficult events in our community and nation by hosting allyship workshops; deploying educational resources; and providing platforms for employees to engage in honest conversations about diversity, identity, equity and inclusion.



ONEOK continued its long-time support of Tulsa's Greenwood District – formerly known as Black Wall Street and the site of the 1921 Tulsa Race Massacre – by committing \$1.5 million to the Greenwood Rising History Center. The center is the Tulsa Race Massacre Centennial Commission's flagship project that honors the legacy of Black Wall Street before and after the massacre. ONEOK employees volunteered on the commission, and the company hosted a series of learning events and presented a video series remembering the events and promoting a path forward.



Natural gas processing facility

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 do not ask external candidates about their salary history; we provide training to interviewers on compliance topics and interviewing techniques; and we encourage hiring leaders to use diverse interviewers.

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 skillsets. ONEOK has implemented software that allows us to better source diverse candidates and promote positions to groups that are historically underrepresented in our industry.

For a more complete list of ONEOK's benefits, visit oneok.com/careers/benefits.

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 for the whole fertility process, personalized clinical and emotional support from a patient care advocate and access to the nation's leading fertility specialists.
- ◆ **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, mental health benefits, educational assistance program, domestic partner health benefits, flexible work schedules and more.

Business Resource Group Program Highlights

ONEOK's six Business Resource Groups (BRGs) are open to all employees and offer members and allies resources and professional development through networking, mentoring, open discussions and learning. Monthly BRG collaboration meetings offer the chairs and vice chairs of our BRGs an opportunity to collaborate, share best practices and build networks.

Examples of programs offered by ONEOK's BRGs in 2021 and 2022 included:

Black/African American Resource Group (BAARG):

- ◆ Virtual panel discussions featuring black employees from across the company in observance of Dr. Martin Luther King Jr. Day.
- ◆ Learning table events to highlight the origin and significance of Black History Month and Juneteenth.
- ◆ Educational trip to the Greenwood Rising History Center in Tulsa, Oklahoma, to recognize the 101st anniversary of the Tulsa Race Massacre.

Indigenous/Native Resource Group (INRG):

- ◆ An INRG supporter survey in 2021 highlighted key expectations for the group. Findings inspired a session about Cherokee culture and leadership through storytelling.
- ◆ Co-hosted a virtual knowledge share with the Veterans Resource Group about an influential Native American writer, historian and war chief.
- ◆ Facilitated small group listening sessions of podcasts related to INRG key issues and topics.

Latinx/Hispanic Resource Group (LXHA):

- ◆ Partnered with ONEOK recruiting to help with hiring efforts within the Latinx community.
- ◆ Hosted a learning table event in honor of Hispanic Heritage Month and provided companywide education about the differences between culture, race, ethnicity and nationality.
- ◆ Led efforts to translate companywide safety documents into Spanish to reduce language barriers and communicate more effectively the company's safety culture and expectations.

LGBTQ+ Resource Group:

- ◆ Launched the LGBTQ+ Resource Group in January 2022.
- ◆ The group's first event, "Exploring LGBTQ+ Equity and Allyship in the Workplace" featured BRG steering committee members, employees and officers from across the company who shared their perspectives about LGBTQ+ inclusion and equity in the workplace, allyship and issues facing LGBTQ+ people.
- ◆ Hosted learning tables in recognition of Pride Month to provide a platform for employees to learn about its history and impacts today.

Veterans Resource Group (VRG):

- ◆ Led a multi-session book club that introduced nearly 300 employee participants to military leadership principles and taught them how to apply those principles to business and life.
- ◆ Co-hosted a virtual speaker event with the Women's Resource Group in honor of Women's History Month featuring veteran and author, Caroline Johnson, and a female panel of veteran employees.

Women's Resource Group:

- ◆ Implemented a peer mentoring program for leaders to build strong, cross-functional networks, discuss relevant professional development topics and cultivate opportunities for mentorship.
- ◆ Led a Professionally Speaking program during which more than 60 employees attended bimonthly sessions to enhance business acumen and public speaking skills.

United Way:

ONEOK's 2021 virtual United Way Campaign reached more than 1,900 participants and raised nearly \$1.7 million through pledges, fundraising events and company matches.

Promoting**Volunteerism:**

ONEOK launched a new volunteer and charitable giving system in 2022 that makes it easier for employees to sign up for company-sponsored events, record volunteer service hours, donate directly to charitable organizations and submit matching grant requests.

Approximately 34%, or

\$2.7M

of total giving supported D&I-related organizations.

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 causes that align with company values and goals. ONEOK contributed \$8 million and nearly 4,800 volunteer hours across approximately 215 communities in 2021.

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.

Recent ONEOK Contribution Highlights

- ◆ **Reimagining Gilcrease Capital Campaign** – Oklahoma
 - » Supporting the Gilcrease Museum's new state-of-the-art facility in Tulsa, Oklahoma. The museum houses a comprehensive collection of North American art, culture and history. The project also includes 14 miles of biking and hiking trails.
- ◆ **McKenzie County Public Schools** – North Dakota
 - » Funding for the Bakken Area Skills Center located in Watford City, North Dakota, which provides hands-on career and technical education and training for high school students and incumbent workers throughout the Bakken region.
- ◆ **American Indian Cultural Center Foundation** – Oklahoma
 - » Supporting the construction of the First Americans Museum in Oklahoma City, which serves as an education center promoting awareness and understanding for all 39 distinctive First American Nations in Oklahoma today.
- ◆ **Williston Coyote Foundation** – North Dakota
 - » Serving as a founding supporter of the Williston Public School Innovation Academy for sixth- through eighth-grade students. The academy focuses on individualized learning, community partnerships, real-world experiences and continuous progress.
- ◆ **Tulsa Children's Museum Discovery Lab** – Oklahoma
 - » Supporting the capital campaign to build the new 57,000-square-foot world-class educational facility with exhibits and programming focused on science, technology, engineering, arts and math (STEAM) content, and health and wellness.
- ◆ **Boys and Girls Club Richland County Montana** – Montana
 - » Supporting the club's move to a new home and expand its growing after-school program that provides a safe place for children in kindergarten through 12th grade.
- ◆ **North Dakota's Gateway to Science** – North Dakota
 - » Supporting the science center's programs and outreach aimed at promoting STEM education to students of all ages, connecting their interests with career opportunities.
- ◆ **Farm Rescue** – Multi-state initiative
 - » Supporting the program's efforts to assist farmers and ranchers who have experienced a major hardship by directly providing equipment or volunteer support across North Dakota, South Dakota, Minnesota, Montana, Iowa, Nebraska and Kansas.
- ◆ **Friends of the M.e.t.** – Oklahoma
 - » Supporting the ongoing operation of the Downtown Tulsa recycling depot.



2021 Foundation Contributions

Total contributions \$4.4 million

- 44%** Community Improvement
- 35%** Education
- 14%** Health and Human Services
- 7%** Other

"Other" includes arts and culture, environmental and additional categories.

2021 Corporate Contributions

Total contributions \$3.6 million

- 31%** Health and Human Services
- 19%** Civic
- 10%** Education
- 9%** Chamber
- 31%** Other

"Other" includes arts and culture, community improvement, environmental and additional categories.



2021 Volunteer Highlights

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

Approximately **260** volunteers.

Nearly **4,800** volunteer hours in the communities where ONEOK operates.

More than **\$136,000** value (based on an estimated value of \$28.54 per volunteer hour).

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

To help employees 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.

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 partnerships within our local communities by identifying needs and distributing volunteer and financial resources. Committees consist of employees from across the company and are managed by ONEOK's corporate community investments team.

ONEOK Program	2021 Grants Awarded	2021 Financial Contributions
<p>Volunteer Service Grant Program Employees and retirees may earn grants for their charity of choice by volunteering for qualifying activities and recording their hours. Volunteer hours can be redeemed for a total grant of up to \$500 per calendar year.</p> <ul style="list-style-type: none"> ◆ 20 hours = \$250 grant ◆ 40 hours = \$500 grant 	178 volunteer service grants	\$44,500 to charitable organizations
<p>Matching Grant Program ONEOK provides a dollar-for-dollar match of employee, retiree and board of director contributions to eligible organizations.</p> <p>Employee/Director: up to \$10,000 per person, per calendar year.</p> <p>Retiree: up to \$2,500 per person, per calendar year.</p>	332 matching grants	\$293,363 to charitable organizations

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 issues and regulations, and work to educate public officials about our operations and the energy industry. In 2022, the Government Relations team added a Director of Tribal Government Relations to join the federal and state directors.

Throughout 2021, 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. Our Government Relations team, with experts from across the company, educate government officials at the federal, state, tribal and local levels.

Part of our government relations strategy includes advocating for our business and industry by engaging with industry associations and utilizing 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 2021, ONEOK was involved in 65 association groups across our operating areas, including energy industry associations, state chambers of commerce, environmental associations and safety stakeholder groups.

For more information, visit oneok.com/about-us/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.

2021 ONEOK Employee PAC Contributions

State	\$ 48,850
Federal	\$ 50,500
Total	\$ 99,350

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 complies with all reporting requirements of the FEC and state and local laws.

SUPPLY CHAIN MANAGEMENT

ONEOK's supply chain is made up of suppliers that provide the goods and services necessary to the 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 the supplier that can provide the maximum value, which may include factors such as price, service, quality, technology, capability and/or reliability.
 - ◆ Communicating our values and commitments to suppliers through our Code of Business Conduct and Ethics.
- » Our policies prohibit actual or perceived conflicts of interest including outside business interests or relationships, improper payments or excessive entertainment or gifts.
 - » Our procedures are designed such that goods and services purchased for ONEOK are in ONEOK's best interest.
- ◆ Valuing suppliers who prioritize sustainability, ethical workforce policies and commitments to human rights and ethical labor practices. 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 confirm compliance.
 - ◆ Annually reviewing our supply chain geographical spend and targeting to keep 80% of our spend with domestic suppliers to help amplify positive economic impact in our operating areas and better manage potential risk.



Safety check at an NGL interconnect facility

Key Pillars: ONEOK Supply Chain Management

Core Supply Chain Competencies



Performance, Cost & Schedule

- ◆ Market Intelligence.
- ◆ Strategic Sourcing and Negotiations.
- ◆ Supplier Selection.
- ◆ Supplier Performance and Contract Management.
- ◆ Materials Management.
- ◆ Internal Alignment with Stakeholders.



Sustainability and Ethics

- ◆ Internal and external guidance and policies such as:
 - » Supplier Expectations Letter.
 - » Code of Business Conduct and Ethics.
 - » Conflict of Interest Policy.
 - » Service Contracts Policy and Procedures.
- ◆ Capturing Diversity Spend.



Safety

- ◆ Insurance, safety and operations qualification confirmations.
- ◆ Data-driven management platform supports qualifications processes.



Quality

- ◆ 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 2021 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.

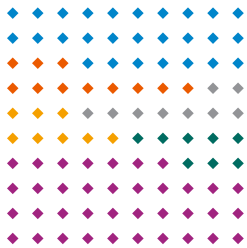
Our Tier 1 supplier category is defined as suppliers that make up the top two-thirds of our supply chain spend. Tier 1 suppliers are reviewed annually and may be excluded from Tier 1 status for poor performance or lack of continued business needs for their services.

During 2021, we classified 131 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	2019	2020	2021
Tier 1	29	43	131
Tier 2	61	78	141
Tier 3	575	610	795

Total percentage of ONEOK supply chain 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.



2021 Supplier Categories by Spend

- ◆ **27%** Construction
- ◆ **11%** Maintenance Services
- ◆ **9%** Engineering and Technical Services
- ◆ **8%** Mechanical Equipment
- ◆ **8%** Rotating Equipment
- ◆ **37%** All Other Categories

"All Other" captures spend for the remaining 11 categories that include corporate, industrial services, instrumentation and control, information technology and additional categories.

ONEOK Active Vendors Include:

More than
130
women-owned.

More than
200
minority-owned.

More than
1,070
small businesses.

More than
80
veteran-owned.

In 2021, ONEOK spent a total of
\$118M
with third-party identified diverse, small business suppliers.

Supplier Expectations

We collaborate with our suppliers to help them understand our commitment to sustainability, safety and ethical behaviors. One way we do this is by sending a ONEOK supplier expectations letter. This letter includes our Code of Business Conduct and Ethics as well as expectations regarding safe and environmentally responsible operations; avoiding conflicts of interest; maintaining work environments free from harassment, intimidation and other inappropriate behavior; respecting human rights; and engaging in ethical labor practices.

We request our Tier 1 suppliers to acknowledge receipt, review and understanding of ONEOK's supplier expectations annually. Since beginning the process in 2020, we have received 100% acknowledgement from this group.

Supplier Diversity

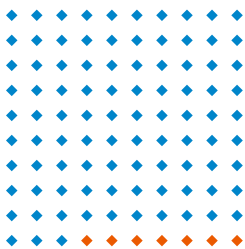
ONEOK values supplier diversity and affords equal opportunity to all suppliers whose products meet company criteria. In 2022, ONEOK implemented a new tool that offers third-party verification of our supplier diversity. The tool gives ONEOK access to a diversity database composed of publicly available and regularly maintained supplier data and research. Diverse suppliers can be determined based on self-reporting or records of certification from a variety of third-party and government agencies.

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.

Our domestic purchasing expectations are communicated to suppliers in our sourcing requests, seeking to prioritize American manufactured products. This purchasing practice applies to a broad range of products and materials, including, but not limited to, pipe, valves, processing unit equipment and safety equipment.

We annually review our supply chain geographical expenditures and target to keep 80% of our expenditures with domestic suppliers. This priority helps us to amplify positive economic impact in the areas where we operate and to better manage potential supply chain risk. We have consistently maintained our annual domestic expenditures at above 90% since we began tracking this metric in 2019. Between 2019 and 2021, ONEOK purchased materials or services from suppliers in the District of Columbia and all U.S. states except for Hawaii.



Percent Total Spend

- ◆ 93% United States
- ◆ 7% Other

ONEOK's spend data is compiled from multiple reporting platforms that are not directly related to our financial reporting. Our analysis of domestic spend is based on total invoice and credit card spend associated with our supply chain.

STAKEHOLDER ENGAGEMENT








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

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

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



Fractionation facility employees

Stakeholder Group	Example
<p>Investors</p> 	<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.
<p>Communities and Landowners</p> 	<ul style="list-style-type: none"> ◆ Public safety awareness programs such as 811 Call Before You Dig. ◆ Opportunities for one-on-one meetings and community open house events prior to project construction. ◆ Post-construction landowner follow-ups to restore and maintain right of way. ◆ Employee volunteer network and contributions to charitable organizations.
<p>Customers</p> 	<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 2021.
<p>Employees and Contractors</p> 	<ul style="list-style-type: none"> ◆ Executive management holds employee meetings across our operations. ◆ Business resource groups. ◆ Mentoring programs. ◆ Employee engagement surveys and focus groups.
<p>Governments and Regulatory Agencies</p> 	<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.
<p>Indigenous/Native American People</p> 	<ul style="list-style-type: none"> ◆ Engagement with community representatives, such as tribal historic preservation officers, to review project plans. ◆ Participation in industry events promoting dialogue between energy companies and Indigenous groups. ◆ Educational opportunities facilitated through our employee resource group.
<p>Industry Associations</p> 	<ul style="list-style-type: none"> ◆ Industry association memberships. ◆ Employee participation on boards and association committees.

Growth Projects: Commitments to Our Stakeholders

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. 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.

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.

Communications surrounding a project may include meetings with government or tribal officials, public meetings and town halls, 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 pipeline routes designed 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 pipeline project begins, the route 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.

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 Indigenous/Native American People and their communities may be affected by our existing operations and future projects.
- ◆ Committing to good faith engagement and communication through collaborative relationships.

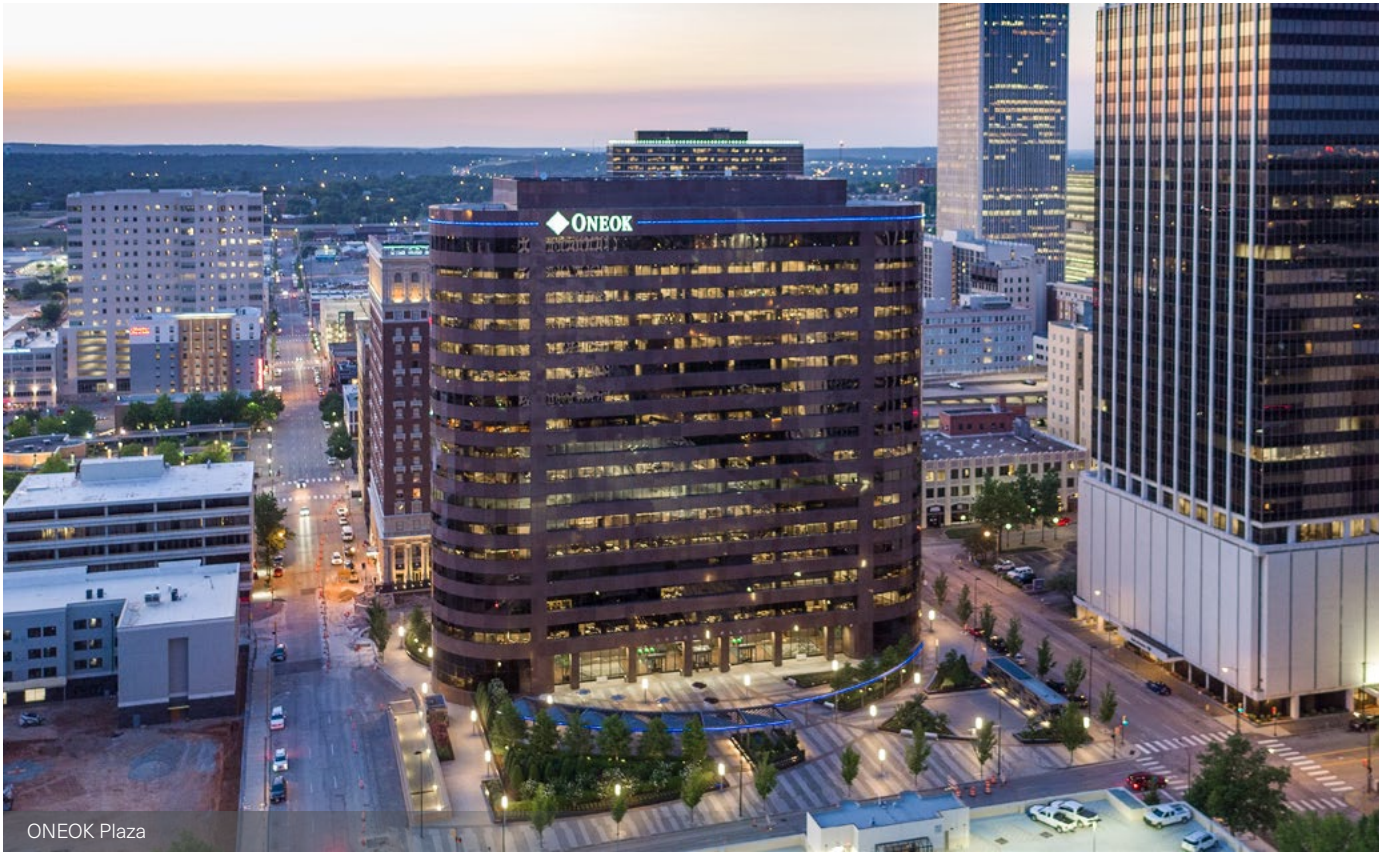


Facility expansion



GOVERNANCE

Strong corporate governance reinforces our company's mission, vision and values, all of which shape our long-term business strategy.



ONEOK Plaza

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. 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.

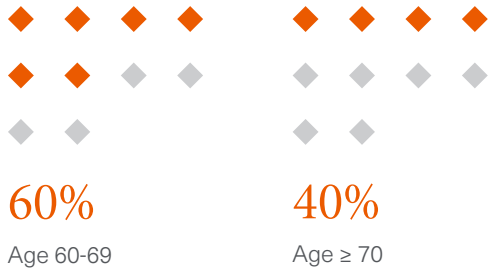
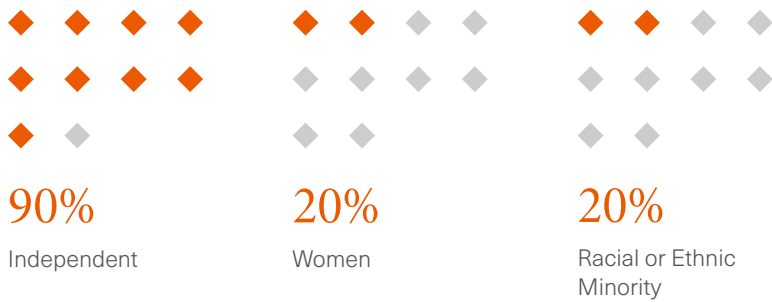
Our board provides key leadership, guidance and diverse energy industry and business expertise as it oversees executive management's development of the company's ESG and human capital management practices. This oversight includes regular engagement and updates provided by ONEOK's CEO, executive management and others, and beginning in 2022, biannual examination of the company's ESG practices, performance, risks and opportunities. Regular updates are provided to the board on sustainability, including safety and health, ESG performance, human capital management, community leadership and investment and oversight of public policy engagement.

Sustainable Governance Structure

<p>Board of Directors</p>	<p>Provides key leadership, oversight and diverse energy industry and business expertise. Oversees executive management’s development of the company’s ESG practices.</p> <ul style="list-style-type: none"> ◆ Nonexecutive independent board chair. ◆ Independent committee chairs – Audit, Executive Compensation and Corporate Governance. ◆ At least three directors have experience and expertise in executive compensation.
<p>CEO and Executive Management</p>	<p>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.</p>
<p>Vice President, Environment, Safety and Health (ESH) and Committees</p>	<p>Oversee development, implementation and reporting of ESG practices.</p> <ul style="list-style-type: none"> ◆ ESH Leadership Committee. ◆ ESG Council.
<p>Management and Business Segment Leaders</p>	<p>Support the integration of ESG policy and practices into daily operations. Key business segments driving initiatives include:</p> <ul style="list-style-type: none"> ◆ ONEOK Ventures. ◆ Alternative Energy Solutions. ◆ Sustainability and ESH groups. ◆ Operations teams.
<p>Employees</p>	<p>Carry out ONEOK’s business and ESG practices while serving as the point of contact for key company stakeholders.</p>

ONEOK Board of Directors

Data as of May 5, 2022



Board Tenure

Data as of May 5, 2022



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.

Corporate Governance Highlights

- ◆ Annual elections and majority voting for directors.
- ◆ A commitment to regular board refreshment while also valuing diversity and deep industry experience.
- ◆ Long-standing shareholder engagement program.
- ◆ Bylaws provide for proxy access by eligible shareholders.
- ◆ Annual board and committee performance evaluations.
- ◆ Mandatory director retirement age of 75.
- ◆ Regular executive sessions of non-management directors and independent directors.
- ◆ Annual review of ONEOK’s strategic plan.
- ◆ Risk oversight by full board and committees, including a comprehensive annual enterprise risk management process.
- ◆ Alignment of executive compensation with total shareholder return, return on invested capital, EPS, and safety and environmental metrics.
- ◆ Annual succession-planning review by independent directors, including succession timing and development plan discussions with CEO and board chairman.
- ◆ Successful completion of our succession planning process to appoint a new president and chief executive officer in 2021.

For additional details on corporate governance practices and board membership, see [ONEOK’s 2022 Proxy Statement](#) and the [governance section of our website](#).

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.



Restored NGL pipeline right of way

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.



Risk Identification and Management

Identifying, assessing and managing physical risks.



Operational Controls

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



Management of Change

Minimizing risk as a result of operational/organizational changes.



Contractor Management

Selecting qualified contractors, setting expectations and monitoring their work.



Design, Construction and Initial Startup

Utilizing engineering and construction standards, where appropriate, and controlling risks associated with asset startup.



Emergency Management

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



Incident Reporting and Investigation

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



Training and Competency

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



Stakeholder Engagement

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



Assessment and Improvement

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



Information and Document Control

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

Plan, Do, Check and Adjust

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

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

Do: Communicate and execute the established plan.

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

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

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.

Operating Commitment



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. The committee is composed of a multidisciplinary group of senior management and subject-matter experts.

The group routinely provides ESH and ESG updates to the board of directors through monthly board reports, and four of the committee members report directly to ONEOK's CEO, who is also a board member. Several key ESH Leadership Committee responsibilities include:

- ◆ Evaluating potential ESH and ESG risks and opportunities.
- ◆ Identifying, evaluating and communicating emerging issues that may impact ESH and ESG performance.
- ◆ Reviewing performance trends and driving initiatives to improve performance.
- ◆ Promoting consistent companywide application of ESH policies, standards and objectives.
- ◆ Overseeing our company's ESH recognition and reward programs.

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 and recommendations. The ESG Council, which reports to the ESH Leadership Committee, is structured to have a diverse membership composition, including leaders from approximately 10 different departments.

The council meets monthly to discuss multiple ESG topics, such as D&I, investor interest 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 who 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 ONEOK's sustainability practices and ESG disclosures.

RISK MANAGEMENT

ONEOK's risk management process, which includes the evaluation of certain ESG risks, focuses on the assessment of longer-term developing risks. The assessment process includes a series of meetings and reviews with executive and senior management to identify, evaluate and prioritize external developing risks over the next decade.

This analysis of longer-term developing risks supplements our legacy Enterprise Risk Management (ERM) process, which focuses on a one-year time horizon and shorter-term risks. Overseen by our chief financial officer, the ERM process and longer-term developing risks assessment is a key part of our annual strategic-planning efforts.

The ERM and longer-term assessment processes provide a structure for ongoing risk assessment dialogue with executive management and facilitates discussions between ONEOK's board and executive management regarding the effectiveness of risk-management practices, controls and capabilities, risk exposure and guidance on when to elevate certain key risks for discussion at the board level.

Executive management provides periodic briefings and informational sessions for the board on the significant risks that our company faces and how we're seeking to control and mitigate those risks. In some cases, risk oversight is addressed as part of the full board's ongoing engagement with the chief executive officer and executive management.

The board reviews management's assessment of the various operational and regulatory risks facing our company, their relative magnitude and management's plan for mitigating these risks. This review is integral to the board's review of ONEOK's business strategy at its annual strategic planning meeting and at other meetings as appropriate. In certain cases, a board committee is responsible for oversight of specific risk topics.

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.

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 the Non-retaliation Policy within the 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, 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.

Human Exploitation

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 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 and contractors
- ◆ Act as a responsible member of the communities where we operate.
- ◆ Provide reliable service to customers.
- ◆ Create value for stakeholders.

Security Leadership

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. ONEOK's board of directors also receives regular updates on our company's physical and cybersecurity efforts.

Our vice president of cybersecurity and physical security chairs this advisory team and leads work groups responsible for cybersecurity, physical security, risk management and business continuity.

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), Cybersecurity and Infrastructure Security Agency (CISA), Transportation Security Administration (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. ONEOK's commitment to providing secure remote access and use of cloud-based technology enabled business operations to continue uninterrupted for employees 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. In 2021, the TSA released two security directives defining cybersecurity requirements for the industry. ONEOK immediately responded to the directives and has worked collaboratively with our government partners to improve security throughout our OT systems. The network segmentation and secure remote access improvements made in previous years provided the foundation for the implementation of these requirements.

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

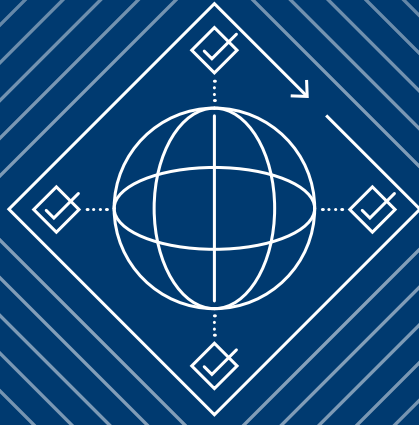
We provide training to help employees and contractors recognize and avoid potential security threats and ask employees and contractors to remain alert to potential problems and report suspicious activity to ONEOK Security. All employees are required to complete annual, job-specific security training.

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 personal 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. More than 80% of our workforce, participated in the voluntary SecuritySense training program during 2021 completing approximately 1,900 total training hours.

Crisis Management and Incident Response

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 100% of 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 Dec. 31, 2021.

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.

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 attest 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.

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
◆ Air emissions.	◆ Attraction and retention.	◆ Board leadership and diversity.
◆ Ecological impact.	◆ Community investments.	◆ Comprehensive enterprise risk management.
◆ Effluent management.	◆ Contractor and supplier management.	◆ Corporate compliance and ethics.
◆ Energy management.	◆ Diversity and inclusion.	◆ Corporate governance.
◆ Environmental compliance.	◆ Human capital development.	◆ Customer policy.
◆ Greenhouse gas (GHG) emissions and climate change.	◆ Human rights.	◆ Investor engagement.
◆ Producer flaring.	◆ Labor management relations.	◆ Political advocacy.
◆ Product stewardship.	◆ Occupational health and safety.	◆ Public policy.
◆ Remediation and decommissioning.	◆ Pipeline and process safety.	◆ Shareholder relations.
◆ Spills and releases.	◆ Security practices.	◆ Tax policy.
◆ Waste management.	◆ Stakeholder engagement.	
◆ Water supply and compliance.		

ESG PERFORMANCE DATA

† 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 for full-year 2021 metrics. Full-year 2020 and full-year 2019 metrics have also been subject to previous attest procedures.

All information below reflects 100% of ONEOK-operated assets unless otherwise noted.

General

	2017	2018	2019	2020	2021
Total Assets (Millions of Dollars)	\$16,845.9	\$18,231.7	\$21,812.1	\$23,078.8	\$23,621.6
Natural Gas Transported: billion cubic feet (bcf) ¹	—	—	1,640.5	1,369.3	1,281.8
Natural Gas Liquids Transported: billion bbl miles ²	—	—	204.8	154.5	198.0

Safety and Health

	2017	2018	2019	2020	2021
Number of Employee Recordable Injuries ³	16	11	9 [†]	17 [†]	13 [†]
Number of Employee Recordable Illnesses ⁴	3	4	0 [†]	3 [†]	0 [†]
Total Injury Rate	0.66	0.43	0.32 [†]	0.59 [†]	0.45 [†]
Total Illness Rate	0.12	0.15	0.00 [†]	0.10 [†]	0.00 [†]
Total Recordable Incident Rate ⁵	0.78	0.58	0.32 [†]	0.69 [†]	0.45 [†]
Number of Lost Time Injuries ⁶	5	2	2	6	6
Lost Time Injury Incident Rate ⁷	0.21	0.08	0.07	0.21	0.21
Number of DART Incidents ⁸	8	3	4 [†]	11 [†]	10 [†]
DART Incident Rate	0.33	0.12	0.14 [†]	0.38 [†]	0.35 [†]

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, etc.) 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.

Safety and Health

	2017	2018	2019	2020	2021
Employee Fatalities	0	0	0 [†]	0 [†]	0 [†]
Contractor Fatalities	0	0	0	1	0
Number of Preventable Vehicle Incidents ⁹	30	29	29 [†]	21 [†]	22 [†]
Preventable Vehicle Incident Rate ¹⁰	1.12	1.11	1.04 [†]	0.88 [†]	1.09 [†]
Large Projects Contractor Stats					
Number of Recordable Injuries	1	34	54	13	2
Total Recordable Incident Rate	0.38	1.29	0.66	0.57	0.56
Number of DART Incidents	0	7	12	3	1
DART Incident Rate	0.00	0.30	0.15	0.13	0.28
Near Misses	11	85	188	90	31
Good Catches	105	505	2,530	1,590	454
Hours Worked	528,730	5,226,000	16,270,000	4,570,000	710,637
Operational Safety Stats					
Number of Reportable Pipeline Incidents ¹¹ - Natural Gas Transmission and Regulated Gathering ¹²	—	—	6	2	2
Pipeline Incidents Per 1,000 Miles - Natural Gas Transmission and Regulated Gathering ¹²	—	—	0.88	0.30	0.29
Number of Reportable Pipeline Accidents ¹³ - Natural Gas Liquids Transmission ¹⁴	—	—	12	13	3
Pipeline Accidents Per 1,000 Miles - Natural Gas Liquids Transmission ¹⁴	—	—	0.96	1.0	0.22
Rail Transportation Accident releases	—	—	0	0	0
Rail Transportation Non-accident releases	—	—	0	0	0

⁹ A preventable 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 As defined in CFR Part 195.50.

¹⁴ As reported to PHMSA in Form F 7000-1.1.

Safety and Health

	2017	2018	2019	2020	2021
Operational Safety Stats					
Natural gas transmission pipeline inspections: in-line, percentage of total pipeline	—	—	15%	11%	3%
Natural gas transmission pipeline inspections: in-line, number of miles	—	—	1,019	775	184
Natural gas liquids transmission pipeline inspections: in-line, percentage of total pipeline	—	—	35%	36%	23%
Natural gas liquids transmission pipeline inspections: in-line, number of miles	—	—	4,345	4,752	3,090
Additional miles of natural gas transmission pipelines inspected using direct assessment	—	—	—	300	230

Environment

	2017	2018	2019	2020	2021
Supplemental Environmental Projects (Thousands of Dollars) ¹⁵	\$31.9	\$0.0	\$14.9	\$0.0	\$49.5
Environmental Penalties Paid (Thousands of Dollars)	\$18.1	\$23.0	\$17.9	\$42.3	\$3.5
Agency Reportable Environmental Event Rate ¹⁶	1.23	1.05	0.79	0.42	0.80
Number of Agency Reportable Environmental Events ¹⁷	30	27	22	12	23
Waste					
Hazardous Waste (Tons) ¹⁸	—	23.5	45.5	61.7	123.8
Non-Hazardous Waste (Tons) ¹⁹	—	—	29,182	24,178	13,398
Recycled Materials (Tons) ²⁰	—	—	548.4	497.5	376.1

¹⁵ 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.

¹⁶ 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.

¹⁷ Total number of AREER events.

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.

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.

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

Environment

	2017	2018	2019	2020	2021
Land					
Number of Acres Restored	2,545	2,682	13,705	8,086	476
Percentage of land owned, leased and/ or operated within areas of protected conservation status or endangered species habitat	—	—	—	—	<1%
Water (Millions of Gallons)²¹					
Total Fresh Water Withdrawn ²²	—	—	1,945	1,768	1,906
Withdrawal: Fresh surface water	—	—	1,015	742	970
Withdrawal: Fresh groundwater	—	—	784	895	784
Withdrawal: Fresh municipal water	—	—	146	131	152
Total Water Discharged ²²	—	—	401	569	1,131
Discharge: Injected	—	—	275	427	143
Discharge: to surface water	—	—	125	142	979
Discharge: to POTW ²³	—	—	1	0	6
Discharge: to land	—	—	0	1	3
Total Water Recycled/Reused	—	—	43	236	43
Spills					
Total Hydrocarbon Spills ²⁴	—	—	21	13	18
Hydrocarbon Spill Volume (bbls)	—	—	157	66	203
Hydrocarbon Spill Volume in USAs (bbls) ²⁵	—	—	30	4	5
Total Nonhydrocarbon Spills	—	—	8	8	19
Nonhydrocarbon Spill Volume (bbls)	—	—	93	55	41,616

²¹ All water withdrawn and discharged in accordance with local, state and federal requirements.

²² Water disclosures include water withdrawn and discharged at ONEOK gas processing plants and fractionation facilities.

²³ Publicly Owned Treatment Works (POTW).

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 do 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); (ii) any underground releases and associated volumes – whether it was a legacy underground release or an underground release that was the result of ONEOK's operations; and (iii) spills by contractors working for ONEOK.

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.

Emissions

	2017	2018	2019	2020	2021
Scope 1 Greenhouse Gas (GHG) Emission Constituents (Million Metric Tons (MMT), GHGRP Only) ²⁶					
Carbon Dioxide	2.1	2.3	2.8 [†]	2.5 [†]	2.7 [†]
Methane (CO ₂ e)	0.8	0.9	1.0 [†]	0.9 [†]	0.7 [†]
Nitrous Oxide (CO ₂ e)	0.001	0.001	0.002 [†]	0.001 [†]	0.001 [†]
Scope 1 GHGRP Emissions (MMT CO ₂ e)	2.9	3.2	3.8 [†]	3.4 [†]	3.4 [†]
Total Scope 1 Greenhouse Gas (GHG) Emission Inventory Constituents (Million Metric Tons (MMT)) ²⁷					
Carbon Dioxide	—	2.6	3.1	2.7	2.9
Methane (CO ₂ e)	—	1.1	1.1	1.0	0.9
Nitrous Oxide (CO ₂ e)	—	0.001	0.003	0.003	0.001
Total Scope 1 GHG Emissions Inventory (MMT CO ₂ e) ²⁷	—	3.7	4.2	3.8 [†]	3.8 [†]
Percentage Methane	—	—	26.2%	26.3%	23.7%
Percentage covered under emissions-limiting regulations	—	—	0%	0%	0%
Scope 2 CO ₂ e Emissions Attributable to Electricity Consumption (MMT) ²⁸	2.1	2.6	3.0	2.5 [†]	2.7 [†]

²⁶ Scope 1 emissions are part of ONEOK's reported emissions pursuant Subpart C and Subpart W – General Stationary Fuel Combustion Sources and Petroleum and Natural Gas Systems, part of the Mandatory Greenhouse Gas Reporting Rule. Under Subpart C, direct emitting sources are stationary fuel combustion, sources including equipment or machinery that combusts fuel. Subpart W requires us to report methane and CO₂ that escapes from operating equipment, venting and other processes common to natural gas systems.

²⁷ Beginning in 2019, ONEOK completed an inventory estimating emissions from all facilities including those outside of the Mandatory Greenhouse Gas Reporting Rule boundary. The emission calculation methodology matches that found in the Mandatory Greenhouse Gas Reporting Rule.

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.

Emissions

	2017	2018	2019	2020	2021
Electric Consumption (Million Megawatt-Hours) ²⁹	3.6	4.5	4.7	4.5 [†]	5.1 [†]
From Non-Renewable Fuel Sources ³⁰	—	3.5	3.6	3.3	3.6
From Renewable Fuel Sources ³¹	—	1.0	1.1	1.2	1.5
Scope 3 GHG Emissions Attributable to Potential Emissions from NGL's Supplied (MMT CO ₂ e) ³²	49.6	58.1	57.4 [†]	60.4 [†]	66.7 [†]
ONE Future Scope 1 Methane Emissions Intensity – Natural Gas Transmission and Storage Segment ³³	—	—	—	0.022%	*
Total GHG Emissions (Scope 1 + Scope 2) Intensity per Thousand BOE - Total	—	7.8	8.4	7.8	7.6

* Data not available at time of reporting.

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 Mandatory Greenhouse Gas Reporting Rule. 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 intensity was provided to ONEOK by ONE Future as part of our first reporting cycle. 2018 and 2019 intensities were estimated by ONEOK.

Criteria Pollutants³⁴

(in Thousand Tons)	2017	2018	2019	2020	2021
NOx Emissions	10.7	9.6	8.4	5.5	5.4
CO Emissions	3.9	3.7	3.4	3.1	2.8
SOx Emissions	0.2	0.3	0.2	0.2	0.3
VOCs Emissions	4.1	4.7	4.8	4.1	3.8
PM 2.5	0.2	0.3	0.2	0.2	0.2
PM 10	0.2	0.3	0.3	0.3	0.2
HAPs	0.4	0.4	0.4	0.4	0.4

Workplace

	2017	2018	2019	2020	2021
Total Employee Workforce	2,500	2,698	2,869	2,886	2,847
Percent Women – Total Workforce	20.8	20.5	20.0	20.2	20.1
Percent Women – Officers	17.8	18.8	18.6	18.6	19.0
Percent Women – Management	22.1	21.5	22.2	21.3	22.9
Percent Women – Nonmanagement	20.6	20.2	19.5	19.9	19.4
Percent Minorities – Total Workforce	14.8	16.0	15.6	15.9	16.3
Percent Minorities – Officers	4.4	4.2	4.7	7.0	7.1
Percent Minorities – Management	10.9	10.8	10.7	11.1	11.8
Percent Minorities – Nonmanagement	16.0	17.5	17.1	17.3	17.6
Percent Employee Turnover	8.1	8.4	9.2	5.8	10.5
Number of Hires	360	418	466	181	244
Corporate Equality Index Score ³⁵	85	95	95	100	100

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

³⁵ 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.

Community Investments

	2017	2018	2019	2020	2021
Foundation Contributions (Millions)	\$3.3	\$4.0	\$5.1	\$5.0	\$4.4
Corporate Contributions (Millions)	\$2.6	\$3.1	\$4.0	\$3.2	\$3.6
Total Volunteers	664	674	731	357	263
Total Volunteer Hours Recorded	13,851	14,245	14,757	7,486	4,778
Matching Grant Dollars	\$268,907	\$265,893	\$301,102	\$239,355	\$293,363
Volunteer Service Grant Dollars	\$37,750	\$60,250	\$64,250	\$64,750	\$44,500

Economic Impact

	2017	2018	2019	2020	2021
Property Taxes ³⁶ (Millions)	\$83.6	\$87.5	\$103.0	\$123.0	\$146.9
FICA Taxes (Millions)	\$18.3	\$20.8	\$25.3	\$25.3	\$18.4
Payroll (Millions)	\$257.8	\$317.1	\$455.8	\$393.2	\$334.0

Political Involvement

	2017	2018	2019	2020	2021
Total ONEOK Employee Political Action Committee Contributions ³⁷	\$49,150	\$152,320	\$34,180	\$172,930	\$99,350
State Contributions	\$27,650	\$91,320	\$21,180	\$99,930	\$48,850
Federal Contributions	\$21,500	\$61,000	\$13,000	\$73,000	\$50,500

³⁶ A portion of the 2021 total is estimated as we had not received all property tax statements at the time reported. The previously reported 2020 estimate has been updated to reflect actual amounts paid.

³⁷ 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.

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

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 2021-2022 Corporate Sustainability Report and other disclosures or reports published by ONEOK. All data represents full-year information unless otherwise noted. Environmental data represents 100% of 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, 2021, to Dec. 31, 2021, 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 2021-2022 Corporate Sustainability/ESG Report

AR: ONEOK's 2021 Annual Report

PS: ONEOK's 2022 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. 4-7; Transforming Energy Future, pgs. 10-11 AR: pgs. 1-2, 5, 16
	2-2		Entities included in sustainability reporting	CSR: About the Report, pg. 62
	2-3		Reporting period, frequency and contact point	CSR: About the Report, pg. 62
	2-5		External assurance	CSR: About the Report, pg. 62 PD: CSR Appendix
Activities and Workers				
	2-6		Activities, value chain and other business relationships	CSR: Energy in Action, pgs. 4-7; Social, pgs. 42-45 AR: Business, pg. 5
	2-7		Employees	CSR: Social, pgs. 32-33 PD: CSR Appendix

SASB Standard	GRI Standard	GRI Sector Standard Reference	Disclosure	Response, link or additional information
Governance				
	2-9		Governance structure and composition	CSR: pgs. 51-53 PS: Governance of the Company, pgs. 20-31
	2-10		Nomination and selection of the highest governance body	PS: Director Nominations, pg. 27
	2-11		Chair of the highest governance body	CSR: pg. 52 PS: Supplement dated May 25, 2022
	2-12		Role of highest governance body in overseeing the management of impacts	CSR: Governance, pgs. 51-53, 60 PS: Governance of the Company, pgs. 20-31
	2-13		Delegation of responsibility for managing impacts	CSR: Governance, pgs. 51-54, 57-58 PS: Governance of the Company, pgs. 20-31
	2-14		Role of highest governance body in sustainability reporting	CSR: Environment, pg. 13; Governance, pgs. 51-53, 58 PS: ESG Oversight, pg. 33
	2-15		Conflicts of interest	PS: Director Nominees, pg. 47; Stock Ownership, pgs. 56-57; Related Person Transactions, pg. 91
	2-16		Communication of critical concerns	CSR: Governance, pg. 59 PS: Complaint Procedures, pg. 31
	2-17		Collective knowledge of the highest governance body	PS: Qualifications and Experience, pgs. 44-47
	2-18		Evaluation of the performance of the highest governance body	PS: Annual Evaluations, pg. 30; Election of Directors, pg. 44
	2-19		Remuneration policies	PS: Director Compensation, pg. 28; Executive Compensation, pgs. 58-87
	2-20		Process to determine remuneration	PS: Executive Compensation, pgs. 58-87
	2-21		Annual total compensation ratio	PS: CEO Pay Ratio, pg. 87

SASB Standard	GRI Standard	GRI Sector Standard Reference	Disclosure	Response, link or additional information
Strategy, Policies and Practices				
	2-22		Statement on sustainable development strategy	CSR: CEO Letter, pgs. 2-3; Transforming Energy Future, pgs. 10-11
	2-23		Policy commitments	CSR: Social, pgs. 48-49; Governance, pg. 59 oneok.com/sustainability
	2-24		Embedding policy commitments	CSR: Social, pgs. 48-49; Governance, pg. 59
	2-26		Mechanisms for seeking advice and raising concerns	CSR: Governance, pg. 59 oneok.com/sustainability
	2-27		Compliance with laws and regulations	PD: CSR Appendix
	2-28		Membership associations	CSR: Social, pg. 41 oneok.com/about-us/ political-engagement
Stakeholder Engagement				
	2-29		Approach to stakeholder engagement	CSR: pg. 47 PS: pg. 22
Economic Performance				
	201-1	11.14.2, 11.21.2	Direct economic value generated and distributed	CSR: pgs. 32-33 AR: MD&A, pgs. 37-46
	201-2	11.2.2, 11.14.3	Financial implications and other risks and opportunities due to climate change	CSR: pgs. 10-16, TCFD Index AR: Risk Factors, pgs. 23-24
	201-3		Defined benefit plan obligations and other retirement plans	CSR: pgs. 30-31 AR: Employee Benefit Plans, pgs. 85-90
Indirect Economic Impacts				
	203-1	11.14.4	Infrastructure investments and services supported	CSR: Environment, pg. 21; Social, pgs. 38-40 AR: MD&A, pgs. 37-46

SASB Standard	GRI Standard	GRI Sector Standard Reference	Disclosure	Response, link or additional information
Indirect Economic Impacts				
	203-2	11.14.5	Significant indirect economic impacts	CSR: Energy in Action, pgs. 4-7; Social, pgs. 32; 38-40 AR: MD&A, pgs. 37-46
Procurement Practices				
	204-1	11.14.6	Proportion of spending on local suppliers	CSR: Social, pgs. 42-45
Anti-Corruption				
	205-1	11.20.2	Operations assessed for risks related to corruption	CSR: Governance, pg. 59
	205-2	11.20.3	Communication and training about anti-corruption policies and procedures	CSR: Governance, pg. 59
Tax				
	207-1	11.21.4	Approach to tax	CSR: Governance, pg. 58
	207-2	11.21.5	Tax governance, control and risk management	CSR: Governance, pg. 58
	207-3	11.21.6	Stakeholder engagement and management of concerns related to tax	CSR: Governance, pg. 58
	207-4	11.21.7	Country-by-county reporting	CSR: Governance, pg. 58
Energy				
	302-1	11.1.2	Energy consumption within the organization	CSR: Environment, pgs. 14-15 PD: CSR Appendix
	302-2	11.1.3	Energy consumption outside of the organization	CSR: Environment, pg. 14 PD: CSR Appendix
	302-3	11.1.4	Energy intensity	PD: CSR Appendix
	302-5		Reductions in energy requirements of products and services	PD: CSR Appendix

SASB Standard	GRI Standard	GRI Sector Standard Reference	Disclosure	Response, link or additional information
Water and Effluents				
	303-1	11.6.2	Interactions with water as a shared resource	CSR: Environment, pgs. 18-21
	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. 18-21 PD: CSR Appendix
EM-MD-160a.1	304-2	11.4.3	Significant impacts of activities, products and services on biodiversity	CSR: Environment, pgs. 18-21 PD: CSR Appendix
EM-MD-160a.1 EM-MD-160a.3	304-3	11.4.4	Habitats protected or restored	CSR: Environment, pgs. 18-21 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. 18-21
Emissions				
EM-MD-110a.1 EM-MD-110a.2	305-1	11.1.5	Direct (Scope 1) GHG emissions	CSR: Environment, pg. 14 PD: CSR Appendix
	305-2	11.1.6	Energy indirect (Scope 2) GHG emissions	CSR: Environment, pg. 14 PD: CSR Appendix
	305-3	11.1.7	Other indirect (Scope 3) GHG emissions	CSR: Environment, pg. 14 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. 13-17 PD: CSR Appendix
EM-MD-120a.1	305-7	11.3.2	Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	PD: CSR Appendix

SASB Standard	GRI Standard	GRI Sector Standard Reference	Disclosure	Response, link or additional information
Waste				
	306-1	11.5.2	Waste generation and significant waste-related impacts	PD: CSR Appendix
EM-MD-160a.4	306-3	11.5.4, 11.8.2	Waste generated, hydrocarbon spills	PD: CSR Appendix
	306-4	11.5.5	Waste diverted from disposal	PD: CSR Appendix
Employment				
	401-1	11.10.2	New employee hires and employee turnover	CSR: Workforce, pg. 32 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, pg. 31
	401-3	11.10.4, 11.11.3	Parental leave	CSR: Workforce, pg. 31
Occupational Health and Safety				
EM-MD-540a.4	403-1	11.9.2	Occupational health and safety management system	CSR: Governance, pg. 55; Social, pg. 27
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. 22-23 PD: CSR Appendix
	403-4	11.9.5	Worker participation, consultation and communication on occupational health and safety	CSR: Social, pgs. 26-28
	403-5	11.9.6	Worker training on occupational health and safety	CSR: Social, pg. 28
	403-6	11.9.7	Promotion of worker health	CSR: Social, pgs. 24-28, 31
	403-8	11.9.9	Workers covered by an occupational health and safety management system	CSR: Governance, pg. 55; Social, pg. 27
	403-9	11.9.10	Work-related injuries	PD: CSR Appendix
	403-10	11.9.11	Work-related ill health	PD: CSR Appendix

SASB Standard	GRI Standard	GRI Sector Standard Reference	Disclosure	Response, link or additional information
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Training and Education

	404-1	11.10.6, 11.11.4	Average hours of training per year per employee	CSR: Highlights, pg. 8
	404-2	11.7.3, 11.10.7	Programs for upgrading employee skills and transition assistance programs	CSR: Social, pgs. 28, 30-31
	404-3		Percentage of employees receiving regular performance and career development reviews	CSR: Social, pgs. 29-30

Diversity and Equal Opportunity

	405-1	11.11.5	Diversity of governance bodies and employees	CSR: Workforce, pgs. 32-33; Governance, pg. 53 PD: CSR Appendix
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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. 59
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Security Practices

	410-1	11.18.2	Security personnel trained in human rights policies or procedures	CSR: Governance, pg. 59
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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. 38-40; Stakeholder Engagement, pgs. 46-49; Governance, pg. 59
	413-2	11.15.3	Operations with significant actual and potential negative impacts on local communities	CSR: Environment, pgs. 14-15, 18-21
Supplier Social Assessment				
	414-1	11.10.8, 11.12.3	New suppliers that were screened using social criteria	CSR: Social, pgs. 42-45
Public Policy				
	415-1	11.22.2	Political contributions	CSR: Social, pg. 41 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 2021-2022 Corporate Sustainability/ESG Report

AR: ONEOK's 2021 Annual Report

PS: ONEOK's 2022 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. 12-16; Governance, pg. 52 PS: Enterprise Risk Management, pg. 23-24
	(b) Describe management's role in assessing and managing climate-related risks and opportunities	CSR: Environment, Emissions Reduction and Climate Change, pgs. 12-16; Environment, ESH and Sustainability Governance, pg. 52; Governance, Risk Management, pgs. 57-58
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. 57-58 PS: Enterprise Risk Management, pgs. 23-24
	(b) Describe the organization's processes for managing climate-related risks	CSR: Governance, Risk Management, pgs. 57-58 PS: Enterprise Risk Management, pgs. 23-24
	(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. 57-58 PS: Enterprise Risk Management, pgs. 23-24

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. 10-11; Environment, Emissions Reduction and Climate Change, pgs. 12-16; Governance, pgs. 57-58 PS: Enterprise Risk Management, pg. 23-24
	(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. 12-16; Environment, ESH and Sustainability Governance, pgs. 52-56; Governance, Risk Management, pgs. 57-58
	(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. 9; Emissions Reduction and Climate Change, pgs. 13-17; Transforming Energy Future, pgs. 10-11

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. 9; Environment, Emissions Reduction and Climate Change, pgs. 13-17 PS: Environmental Safety and Health, Greenhouse Gas Emissions, pgs. 36-38
	(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. 13-17 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. 13-17 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,” “target,” “guidance,” “intend,” “may,” “might,” “outlook,” “plan,” “potential,” “project,” “scheduled,” “should,” “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 length, severity and reemergence of a pandemic or other health crisis, such as the COVID-19 pandemic and the measures that international, federal, state and local governments, agencies, law enforcement and/or health authorities implement 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 for an extended period and increase the cost of operating our business;
- ◆ Operational challenges relating to the COVID-19 pandemic and efforts to mitigate the spread of the virus, including logistical challenges, protecting the health and well-being of our employees, remote work arrangements, performance of contracts and supply chain disruption;
- ◆ 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 transition to a lower carbon economy, including the timing and extent of the transition, as well as the expected role of different energy sources, including natural gas, NGLs and crude oil, in such a transition;
- ◆ 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- and climate-related risks;
- ◆ Our ability to identify and execute opportunities, and the economic viability of those opportunities, including those relating to renewable natural gas; carbon capture, use, and storage; other renewable energy sources such as solar and wind; and alternative low carbon fuel sources such as hydrogen;
- ◆ The ability of our existing assets and our ability to apply and continue to develop our expertise to support the growth of, and transition 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 effects of changes in governmental policies and regulatory actions, including changes with respect to tax policy, emissions credits, carbon offsets and carbon pricing;
- ◆ 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 transition-related effects), on our operations, demand for our services and energy prices;
- ◆ 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;
- ◆ The risk of increased costs for insurance premiums, security or other items as a consequence of terrorist attacks;
- ◆ 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 impacts of acquisitions or dispositions; and
- ◆ Those factors listed under "Forward-looking Statements" in our Annual Report on Form 10-K for the fiscal year ended Dec. 31, 2021 (2021 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 2021 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.



100 West Fifth Street | Tulsa, OK 74103-4298
Post Office Box 871 | Tulsa, OK 74102-0871

oneok.com

