

ONEOK ESG Performance

| | 2014 | 2015 | 2016 | 2017 | 2018 |
|---|----------|----------|----------|----------|-----------|
| Financials | | | | | |
| Total Assets ¹ (Millions of Dollars) | 15,261.8 | 15,446.1 | 16,138.8 | 16,845.9 | 18,231.7 |
| Safety & Health | | | | | |
| Number of Employee Recordable Injuries ² | 15 | 15 | 23 | 16 | 11 |
| Number of Employee Recordable Illnesses ³ | 2 | 0 | 2 | 3 | 4 |
| Total Injury Rate | 0.73 | 0.64 | 0.96 | 0.66 | 0.43 |
| Total Illness Rate | 0.10 | 0.00 | 0.08 | 0.12 | 0.15 |
| Number of DART Incidents ⁴ | 5 | 7 | 18 | 8 | 3 |
| DART Incident Rate | 0.24 | 0.30 | 0.75 | 0.33 | 0.12 |
| Employee Fatalities | 0 | 0 | 0 | 0 | 0 |
| Total Recordable Incident Rate ⁵ | 0.83 | 0.64 | 1.05 | 0.78 | 0.58 |
| Number of Preventable Vehicle Incidents ⁶ | 41 | 41 | 33 | 30 | 29 |
| Preventable Vehicle Incident Rate ⁷ | 1.72 | 1.55 | 1.22 | 1.12 | 1.11 |
| Large Projects Contractor Stats | | | | | |
| Number of Recordable Injuries | - | - | - | 1 | 34 |
| Total Recordable Incident Rate | - | - | - | 0.45 | 1.30 |
| Number of DART Incidents | - | - | - | 0 | 8 |
| DART Incident Rate | - | - | - | 0.00 | 0.30 |
| Near Misses | - | - | - | 11 | 85 |
| Good Catches | - | - | - | 106 | 503 |
| Hours Worked | - | - | - | 455,000 | 5,227,000 |
| Environment | | | | | |
| Supplemental Environmental Projects (Thousands of Dollars) ⁸ | \$15.3 | \$15.4 | \$5.9 | \$31.9 | \$0.0 |
| Environmental Penalties Paid (Thousands of Dollars) | \$69.6 | \$12.8 | \$3.5 | \$18.1 | \$23.0 |
| Number of Agency Reportable Events ⁹ | 64 | 37 | 31 | 30 | 27 |
| Agency Reportable Environmental Event Rate ¹⁰ | 3.11 | 1.58 | 1.30 | 1.23 | 1.05 |
| Hazardous Waste Managed (Tons) ¹¹ | - | - | - | - | 23.5 |

| | 2014 | 2015 | 2016 | 2017 | 2018 |
|---|---------|---------|---------|---------|---------|
| Number of Acres Restored | - | - | - | 2,545 | 2,682 |
| Normalized Emissions¹² | | | | | |
| Scope 1 Greenhouse Gas (GHG) Emission Constituents (Million Metric Tons (MMT), GHGRP Only) | | | | | |
| Carbon Dioxide | - | - | 1.8 | 2.1 | 2.3 |
| Methane (CO ₂ e) | - | - | 0.7 | 0.9 | 0.9 |
| Nitrous Oxide (CO ₂ e) | - | - | 0.001 | 0.001 | 0.001 |
| Scope 1 GHG Emissions (MMT CO ₂ e) | - | - | 2.6 | 3.0 | 3.2 |
| Scope 1 GHG Throughput Intensity (MT CO ₂ e/BOE) ¹³ | - | - | 0.00359 | 0.00394 | 0.00383 |
| Scope 1 Methane Throughput Intensity (MT CO ₂ e/BOE) ¹³ | - | - | 0.00097 | 0.00118 | 0.00108 |
| Emissions¹⁴ | | | | | |
| Scope 1 Greenhouse Gas (GHG) Emission Constituents (Million Metric Tons (MMT), GHGRP Only) | | | | | |
| Carbon Dioxide | 1.6 | 1.7 | 1.8 | 2.1 | 2.3 |
| Methane (CO ₂ e) | 0.3 | 0.2 | 0.6 | 0.8 | 0.9 |
| Nitrous Oxide (CO ₂ e) | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 |
| Scope 1 GHG Emissions (MMT CO ₂ e) | 1.9 | 1.9 | 2.5 | 2.9 | 3.2 |
| Scope 1 GHG Throughput Intensity (MT CO ₂ e/BOE) ¹³ | 0.00262 | 0.00262 | 0.00345 | 0.00381 | 0.00383 |
| Scope 1 Methane Throughput Intensity (MT CO ₂ e/BOE) ¹³ | 0.00041 | 0.00028 | 0.00083 | 0.00105 | 0.00108 |
| Scope 2 CO ₂ e Emissions Attributable to Electricity Consumption (MMT) | - | - | - | 2.1 | 2.6 |
| Electric Consumption (Billion Kilowatt-Hours) | - | - | - | 3.6 | 4.5 |
| Scope 3 GHG Emissions Attributable to Potential Emissions from NGL's Supplied (MMT CO ₂ e) ¹⁵ | 43.8 | 45.9 | 47.5 | 49.6 | 58.1 |
| NO _x Emissions (Thousand Tons) | - | 10.8 | 11.4 | 10.7 | 9.6 |
| CO Emissions (Thousand Tons) | - | 4.5 | 4.1 | 3.9 | 3.7 |
| SO _x Emissions (Thousand Tons) | - | 0.3 | 0.3 | 0.2 | 0.3 |
| VOCs Emissions (Thousand Tons) | - | 4.8 | 4.0 | 4.1 | 4.7 |
| Workplace | | | | | |
| Total Employee Workforce | 2,297 | 2,365 | 2,382 | 2,500 | 2,698 |
| Percent Women – Total Workforce | 21 | 20 | 20.2 | 20.8 | 20.5 |
| Percent Women – Officers | 10 | 20 | 18.2 | 17.8 | 18.8 |

| | 2014 | 2015 | 2016 | 2017 | 2018 |
|---|---------------|---------------|---------------|---------------|---------------|
| Percent Women – Management | 20 | 20 | 20.7 | 22.1 | 21.5 |
| Percent Women – Nonmanagement | 21 | 21 | 20.0 | 20.6 | 20.2 |
| Percent Minorities – Total Workforce | 16 | 15 | 14.8 | 14.8 | 16.0 |
| Percent Minorities – Officers | 5 | 2 | 2.3 | 4.4 | 4.2 |
| Percent Minorities – Management | 11 | 10 | 9.2 | 10.9 | 10.8 |
| Percent Minorities – Nonmanagement | 17 | 17 | 16.2 | 16.0 | 17.5 |
| Percent Employee Turnover | - | 8.1 | 7.4 | 8.1 | 8.4 |
| Number of Hires | 573 | 252 | 201 | 360 | 418 |
| Corporate Equality Index Score ¹⁶ | 70 | 85 | 85 | 85 | 95 |
| Community Investments | | | | | |
| Foundation Contributions (Millions) | \$2.8 | \$3.5 | \$3.3 | \$3.3 | \$4.0 |
| Corporate Contributions (Millions) | \$2.7 | \$1.9 | \$2.5 | \$2.6 | \$3.1 |
| United Way Contributions (Millions) | \$1.14 | \$1.3 | \$1.3 | \$1.37 | \$1.6 |
| Number of Employee Volunteers | - | - | 602 | 664 | 674 |
| Total Volunteer Hours Recorded | 2,900 | 4,685 | 10,251 | 13,851 | 14,245 |
| Matching Grant Dollars | - | \$219,347 | \$226,785 | \$268,907 | \$265,893 |
| Volunteer Service Grant Dollars | - | \$8,250 | \$17,500 | \$37,750 | \$60,250 |
| Economic Impact | | | | | |
| Property Taxes ¹⁷ | \$59,718,400 | \$62,530,817 | \$72,930,893 | \$83,635,330 | \$87,600,000 |
| FICA Taxes | \$15,162,200 | \$16,566,929 | \$16,566,929 | \$18,333,402 | \$20,762,525 |
| Payroll | \$283,639,440 | \$256,462,853 | \$221,013,478 | \$257,750,255 | \$317,080,495 |
| Political Involvement | | | | | |
| ONEOK Employee Political Action Committee ¹⁸ | \$117,750 | \$53,790 | \$119,640 | \$49,150 | \$152,320 |
| State Contributions | \$81,050 | \$36,290 | \$69,140 | \$27,650 | \$91,320 |
| Federal Contributions | \$36,700 | \$17,500 | \$50,500 | \$21,500 | \$61,000 |

¹ 2014-2016 totals obtained from consolidated financials.

² 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).

³ 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.

⁴ 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.

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

⁶ 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.

⁷ Preventable Vehicle Incident Rate (PVIR) is the preventable vehicle incidents per 1 million miles driven.

⁸ 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.

⁹ Total number of releases and excess emission events that trigger a federal, state or local environmental reporting requirement.

¹⁰ 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. In 2016, ONEOK modified the AREER to divide by work-hours instead of the number of capacity units, which was an asset-based denominator. This modification resulted in the metric being more consistent with other industry metrics such as the Total Recordable Incident Rate (TRIR) as defined by OSHA. The 2014 and 2015 AREER reported in this report differ from previous reports due to the modification.

¹¹ Hazardous waste managed means ONEOK generated waste, that may meet the definition of a hazardous waste, that is removed from a ONEOK site by a third-party for disposal or potential use as a beneficial reuse or recycling.

¹² The normalized Scope 1 greenhouse emissions normalizes reported Scope 1 emission levels under the EPA's Greenhouse Gas Reporting Program (GHGRP) by applying emission estimates from physical natural gas-driven pneumatic device counts, rather than estimates, for the gathering and boosting segment, as part of the 2018 reporting requirements of the Mandatory Greenhouse Gas Reporting Rule, and normalizes the emissions for reporting years 2016 and 2017, to provide more consistent year to year emission estimate comparability.

¹³ The Scope 1 greenhouse gas-throughput intensity metric normalizes reported Scope 1 emission levels under the EPA's Greenhouse Gas Reporting Program (GHGRP) to annual throughput. Natural gas operational information provided in the 10-K was converted to barrel-of-oil-equivalent (BOE) using the U.S. Internal Revenue Service conversion of a single BOE as equal to 5.8×10^6 BTU to provide a common denominator. NGL product volumes are reported under Subpart NN of the Mandatory Greenhouse Gas Reporting Rule and barrels are considered one to one with oil equivalent barrels. Total GHG emissions are measured in metric tons (mt) of carbon dioxide equivalent (CO₂e).

¹⁴ 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, a rule applied in 2011, requires us to report methane and CO₂ that escapes from operating equipment, venting and other processes common to natural gas systems. On Oct. 22, 2015, the EPA revised Subpart W to include two new industry segments for reporting year 2016. The revision adds emissions from inshore petroleum and natural gas gathering and boosting segment and transmission pipeline blowdowns. Facilities that emit 25,000 metric tons or more per year of GHGs under Subparts C and W combined are required to report under these rules.

¹⁵ 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 released, combusted or oxidized are required to report under this rule. This calculation includes emission equivalents of NGLs fractionated.

¹⁶ The 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.

¹⁷ For years 2016 to 2018, a portion of the total was estimated from the previous year's data, as we had not received all property tax statements at the time reported.

¹⁸ ONEOK Inc. does not make corporate contributions to (1) political candidates, parties, committees or campaigns; (2) 527 groups (such as governors associations or 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.