

GLOBAL REPORTING INITIATIVE (GRI) STANDARDS

This material references the most recent versions of the Global Reporting Initiative (GRI) sustainability reporting standards available as of May 2020. GRI standards for voluntary ESG reporting create a common language for organizations to report on sustainability impacts.

| GRI STANDARD | GRI STANDARD DISCLOSURE | REPORTING DISCLOSURE |
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| GRI 102 – GENERAL DISCLOSURES | | |
| Organizational Profile | | |
| 102-1 | Name of the organization | 2020 Annual Report (Form 10-K), Pg. 1 |
| 102-2 | Activities, brands, products and services | 2021 ESG Report, Delivering Energy That Makes a Difference, Pg. 10-11 2020 Annual Report (Form 10-K), Business, General—Narrative Description of Business, Pg. 5-16 |
| 102-3 | Location of headquarters | 2020 Annual Report (Form 10-K), Pg. 1 |
| 102-4 | Location of operations | 2020 Annual Report (Form 10-K), Business, Narrative Description of Business, Pg. 8-16 |
| 102-5 | Ownership and legal form | 2020 Annual Report (Form 10-K), Pg. 1 |
| 102-6 | Markets served | 2021 ESG Report, Delivering Energy That Makes a Difference, Pg. 10-11 2020 Annual Report (Form 10-K), Business, General—Narrative Description of Business, Pg. 5-16 |
| 102-7 | Scale of the organization | 2021 ESG Report, Social, Workforce Data, Pg. 52-53 2020 Annual Report (Form 10-K), Business, Narrative Description of Business, Pg. 8-16 2020 Annual Report (Form 10-K), Selected Financial Data, Pg. 35 |
| 102-8 | Information on employees and other workers | 2021 ESG Report, Social, Workforce Data, Pg. 52-53 Performance Data Table |
| 102-9 | Supply chain | 2021 ESG Report, Social, Supply Chain Management, Pg. 64-68 |
| 102-12 | External initiatives | 2021 ESG Report, Environment, Emissions Reduction and Climate Change—Greenhouse Gas Data, Pg. 16- 20 2021 ESG Report, Environment, Asset Integrity, Pg. 26-29 2021 ESG Report, Social, Security and Health, Process Safety Management—Employee Training, Pg. 40-41 2021 ESG Report, Governance, Cyber and Physical Security, Pg. 82 |
| 102-13 | Membership of associations | 2021 ESG Report, Social, Government Relations, Pg. 62-63 https://www.oneok.com/about-us/political-engagement |

| Strategy | | |
|----------------------|--|---|
| 102-14 | Statement from senior decision-maker | 2021 ESG Report, CEO Letter to Our Stakeholders, Pg. 6-7 |
| 102-15 | Key impacts, risks and opportunities | <p>2021 ESG Report, Sustainable Energy Future, Pg. 12-13</p> <p>2021 ESG Report, Social, Stakeholder Engagement, Pg. 70-71</p> <p>2021 ESG Report, Governance, Pg. 74-80</p> <p>2021 ESG Report, Governance, ONEOK Performance Targets, Pg. 88-89</p> <p>2020 Annual Report (Form 10-K), Business, Business Strategy, Pg. 7-8</p> <p>2020 Annual Report (Form 10-K), Risk Factors, Pg. 21-33</p> <p>2020 Annual Report (Form 10-K), Management's Discussion and Analysis of Financial Condition and Results of Operations (MD&A), Pg. 35-54</p> <p>Performance Data Table</p> |
| Ethics and Integrity | | |
| 102-16 | Values, principles, standards and norms of behavior | <p>2021 ESG Report, Governance, Ethics, Compliance and Reporting, Pg. 81</p> <p>2021 ESG Report, Governance, ONEOK Training Overview, Pg. 86-87</p> <p>2020 Annual Report (Form 10-K), Business, Human Capital, Pg. 18-20</p> <p>https://www.oneok.com/about-us/values</p> |
| 102-17 | Mechanisms for advice and concerns about ethics | 2021 ESG Report, Governance, Ethics, Compliance and Reporting, Pg. 81 |
| Governance | | |
| 102-18 | Governance structure | <p>2021 ESG Report, Governance, Sustainable Governance Structure, Pg. 76</p> <p>2021 Proxy Statement (Schedule 14A), Governance of the Company, Pg. 15-25</p> |
| 102-19 | Delegating authority | <p>2021 ESG Report, Governance, Sustainable Governance Structure, Pg. 76</p> <p>2021 Environment, Safety and Health, ESH and Sustainability Governance, Pg. 78-79</p> |
| 102-20 | Executive-level responsibility for economic, environmental and social topics | <p>2021 ESG Report, Governance, Sustainable Governance Structure, Pg. 76</p> <p>2021 Environment, Safety and Health, ESH and Sustainability Governance, Pg. 78-79</p> |

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| 102-21 | Consulting stakeholders on economic, environmental and social topics | 2021 ESG Report, Social, Stakeholder Engagement, Pg. 70-71 2021 Proxy Statement (Schedule 14A), Governance of the Company, Shareholder Engagement, Pg. 17 |
| 102-22 | Composition of the highest governance body and its committees | 2021 Proxy Statement (Schedule 14A), Summary of Director Qualifications and Experience—Director Nominees, Pg. 35-42 |
| 102-23 | Chair of the highest governance body | 2021 Proxy Statement (Schedule 14A), Director Nominees, Pg. 38 |
| 102-24 | Nominating and selecting the highest governance body | 2021 Proxy Statement (Schedule 14A), Director Nominations, Pg. 20-21 |
| 102-25 | Conflicts of interest | 2021 Proxy Statement (Schedule 14A), Director Nominees, Pg. 37-42 2021 Proxy Statement (Schedule 14A), Stock Ownership, Pg. 46 2021 Proxy Statement (Schedule 14A), Related Person Transactions, Pg. 78 |
| 102-26 | Role of highest governance body in setting purpose, values and strategy | 2021 ESG Report, Governance, Sustainable Governance Structure, Pg. 76 |
| 102-27 | Collective knowledge of highest governance body | 2021 ESG Report, Governance, Pg. 74-81 |
| 102-28 | Evaluating the highest governance body's performance | 2021 Proxy Statement (Schedule 14A), Governance of the Company, Annual Board and Committee Evaluations, Pg. 24 2021 Proxy Statement (Schedule 14A), Election of Directors, Annual Election By Majority Vote, Pg. 34 |
| 102-29 | Identifying and managing economic, environmental and social impacts | 2021 Proxy Statement (Schedule 14A), Governance of the Company, Pg. 15-25 |
| 102-30 | Effectiveness of risk management processes | 2021 ESG Report, Governance, Risk Management, Pg. 80 2021 Proxy Statement (Schedule 14A), Governance of the Company, Risk Oversight, Pg. 17-18 |
| 102-31 | Review of economic, environmental and social topics | 2021 ESG Report, Governance, Pg. 74-81 2021 Proxy Statement (Schedule 14A), Governance of the Company, Pg. 15-25 |
| 102-32 | Highest governance body's role in sustainability reporting | 2021 ESG Report, Governance, Sustainable Governance Structure, Pg. 76 |
| 102-33 | Communicating critical concerns | 2021 ESG Report, Social, Stakeholder Engagement, Pg. 70-71 2021 ESG Report, Governance, Ethics, Compliance and Reporting, Pg. 81 2021 Proxy Statement (Schedule 14A), Governance of the Company, Communications With Directors—Complaint Procedures, Pg. 24-25 |

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| 102-35 | Remuneration policies | 2021 Proxy Statement (Schedule 14A), Executive Compensation Highlights, Pg. 5-7 2021 Proxy Statement (Schedule 14A), Governance of the Company, Director Compensation, Pg. 21-23 2021 Proxy Statement (Schedule 14A), Executive Compensation Discussion and Analysis, Pg. 48-75 |
| 102-36 | Process for determining remuneration | 2021 Proxy Statement (Schedule 14A), Executive Compensation Discussion and Analysis, Pg. 48-75 |
| 102-37 | Stakeholders' involvement in remuneration | 2021 Proxy Statement (Schedule 14A), Advisory Vote on Executive Compensation, Pg. 76-77 |
| 102-38 | Annual total compensation ratio | 2021 Proxy Statement (Schedule 14A), Executive Compensation Discussion and Analysis, 2020 CEO Pay Ratio, Pg. 74-75 |
| 102-39 | Percentage increase in annual total compensation ratio | 2020 Proxy Statement (Schedule 14A), Executive Compensation Discussion and Analysis, 2019 CEO Pay Ratio, Pg. 70-71 2021 Proxy Statement (Schedule 14A), Executive Compensation Discussion and Analysis, 2020 CEO Pay Ratio, Pg. 74-75 |
| Stakeholder Engagement | | |
| 102-40 | List of stakeholder groups | 2021 ESG Report, Social, Stakeholder Engagement, Pg. 70-71 |
| 102-42 | Identifying and selecting stakeholders | 2021 ESG Report, Social, Stakeholder Engagement, Pg. 70-71 |
| 102-43 | Approach to stakeholder engagement | 2021 ESG Report, Social, Stakeholder Engagement, Pg. 70-71 |
| Reporting Practice | | |
| 102-46 | Defining report content and topic boundaries | 2021 ESG Report, About the Report, Pg. 4 |
| 102-47 | List of material topics | 2021 ESG Report, About the Report, Pg.4-5 |
| 102-49 | Changes in reporting | 2021 ESG Report, Environment, Emissions Reduction and Climate Change, Pg. 16 2021 ESG Report, Task Force on Climate-related Financial Disclosures Index, Pg. 94-95 |
| 102-50 | Reporting period | 2021 ESG Report, About the Report, Pg. 4 |
| 102-51 | Date of most recent report | Our 2020-2021 report was published in July 2021. Previous reports are available in our report archives at https://www.oneok.com/about-us/report-archive . |
| 102-52 | Reporting cycle | 2021 ESG Report, About the Report, Pg. 4 |
| 102-53 | Contact point for questions regarding the report | 2021 ESG Report, About the Report, Pg. 5 |
| 102-54 | Claims of reporting in accordance with the GRI Standards | 2021 ESG Report, About the Report, Pg. 4 |
| 102-55 | GRI content index | https://www.oneok.com/ |
| 102-56 | External assurance | 2021 ESG Report, About the Report, Pg. 4 https://www.oneok.com/ |

| GRI 201 – ECONOMIC PERFORMANCE | | |
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| 201-1 | Direct economic value generated and distributed | 2021 ESG Report, Social, Workforce Data, Pg. 52-53 2020 Annual Report (Form 10-K), MD&A, Financial Results and Operating Information, Pg. 38-44 |
| 201-2 | Financial implications and other risks and opportunities due to climate change | 2021 ESG Report, Task Force on Climate-related Financial Disclosures Index, Pg. 94-95 2020 Annual Report (Form 10-K), Risk Factors, Risk Factors Related to Our Business and Industry, Pg. 22-23 |
| 201-3 | Defined benefit plan obligations and other retirement plans | 2021 ESG Report, Social, Workforce, Compensation and Benefits, Pg. 49-51 2020 Annual Report (Form 10-K), Risk Factors, General Risk Factors, Pg. 33 2020 Annual Report (Form 10-K), Financial Statements and Supplementary Data, Employee Benefit Plans, Pg. 90-95 https://www.oneok.com/careers |
| GRI 202 – MARKET PRESENCE | | |
| 202-2 | Proportion of senior management hired from the local community | 2021 ESG Report, Social, Our Workforce, People Attraction and Selection, Pg. 46 |
| GRI 203 – INDIRECT ECONOMIC IMPACTS | | |
| 203-1 | Infrastructure investments and services supported | 2021 ESG Report, Social, COVID-19 Ongoing Response and Support, Pg. 32-33 2021 ESG Report, Social, Workforce Data, Pg. 52-53 2021 ESG Report, Social, Corporate Citizenship, Pg. 58-61 2020 Annual Report (Form 10-K), MD&A, Recent Developments, Pg. 36-37 |
| 203-2 | Significant indirect economic impacts | 2021 ESG Report, Delivering Energy That Makes a Difference, Pg. 10-11 2021 ESG Report, Social, Workforce, People Attraction and Selection, Pg. 46-47 2021 ESG Report, Social, Workforce Data, Pg. 52-53 2021 ESG Report, Social, Corporate Citizenship, Pg. 58-61 https://www.oneok.com/ |
| GRI 204 – PROCUREMENT PRACTICES | | |
| 204-1 | Proportion of spending on local suppliers | 2021 ESG Report, Social, Supply Chain Management, Pg. 64-68 |
| GRI 205 – ANTI-CORRUPTION | | |
| 205-1 | Operations assessed for risks related to corruption | 2021 ESG Report, Governance, Ethics, Compliance and Reporting, Pg. 81 |

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| 205-2 | Communication and training about anti-corruption policies and procedures | 2021 ESG Report, Governance, Ethics, Compliance and Reporting, Pg. 81 2021 ESG Report, Governance, ONEOK Training Overview, Pg. 86-87 |
| 205-3 | Confirmed incidents of corruption and actions taken | 2021 ESG Report, Governance, Ethics, Compliance and Reporting, Pg. 81 |
| GRI 207 – TAX | | |
| 207-1 | Approach to tax | 2021 ESG Report, Governance, Tax Governance, Pg. 80 |
| 207-2 | Tax governance, control and risk management | 2021 ESG Report, Governance, Tax Governance, Pg. 80 |
| 207-3 | Stakeholder engagement and management of concerns related to tax | 2021 ESG Report, Governance, Tax Governance, Pg. 80 |
| 207-4 | Country-by-country reporting | 2021 ESG Report, Governance, Tax Governance, Pg. 80 |
| GRI 302 – ENERGY | | |
| 302-1 | Energy consumption within the organization | 2021 ESG Report, Environment, Greenhouse Gas Data, Pg. 20-21 Performance Data Table |
| 302-2 | Energy consumption outside of the organization | 2021 ESG Report, Environment, Greenhouse Gas Data, Pg. 20-21 Performance Data Table |
| GRI 303 – WATER AND EFFLUENTS | | |
| 303-1 | Interaction with water as a shared resource | 2021 ESG Report, Environment, Conservation, Conserving Water Resources, Pg. 24-25 Performance Data Table |
| 303-3 | Water withdrawal | Performance Data Table |
| 303-4 | Water discharge | Performance Data Table |
| GRI 304 – BIODIVERSITY | | |
| 304-1 | Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | 2021 ESG Report, Environment, Conservation, Pg. 22-25 |
| 304-2 | Significant impacts of activities, products and services on biodiversity | 2021 ESG Report, Environment, Conservation, Pg. 22-25 Performance Data Table |
| 304-3 | Habitats protected or restored | 2021 ESG Report, Environment, Conservation, Pg. 22-25 Performance Data Table |
| 304-4 | IUCN Red List species and national conservation list species with habitats in areas affected by operations | 2021 ESG Report, Environment, Biodiversity, Pg. 24 |
| GRI 305 – EMISSIONS | | |
| 305-1 | Direct (Scope 1) GHG emissions | 2021 ESG Report, Environment, Greenhouse Gas Data, Pg. 20-21 Performance Data Table |

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| 305-2 | Energy indirect (Scope 2) GHG emissions | 2021 ESG Report, Environment, Greenhouse Gas Data, Pg. 20-21 Performance Data Table |
| 305-3 | Other indirect (Scope 3) GHG emissions | 2021 ESG Report, Environment, Greenhouse Gas Data, Pg. 20-21 Performance Data Table |
| 305-4 | GHG emissions intensity | Performance Data Table |
| 305-5 | Reduction of GHG emissions | 2021 ESG Report, Environment, Emissions Reduction and Climate Change—Environmental Performance and Programs, Pg. 16-19 2021 ESG Report, Task Force on Climate-related Financial Disclosures Index, Pg. 94-95 |
| 305-7 | Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions | Performance Data Table |
| GRI 307 – ENVIRONMENTAL COMPLIANCE | | |
| 307-1 | Non-compliance with environmental laws and regulations | Performance Data Table |
| GRI 401 – EMPLOYMENT | | |
| 401-1 | New employee hires and employee turnover | 2021 ESG Report, Social, Workforce Data, Pg. 52-53 Performance Data Table |
| 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | 2021 ESG Report, Social, Workforce, Compensation and Benefits, Pg. 49-51 |
| 401-3 | Parental leave | 2021 ESG Report, Social, Workforce, Compensation and Benefits, Pg. 49-51 |
| GRI 403 – OCCUPATIONAL HEALTH AND SAFETY | | |
| 403-1 | Occupational health and safety management system | 2021 ESG Report, Social, Environment, Safety and Health, ESH Management System—Operating Commitment, Pg. 34-36 |
| 403-2 | Hazard identification, risk assessment and incident investigation | 2021 ESG Report, Social, Environment, Safety and Health, ESH Management System—Operating Commitment, Pg. 34-36 |
| 403-4 | Worker participation, consultation and communication on occupational health and safety | 2021 ESG Report, Social, Safety and Health, Our Commitment and Approach—Safety and Health Structure, Pg. 38-39 |
| 403-5 | Worker training on occupational health and safety | 2021 ESG Report, Social, Safety and Health, Employee Training, Pg. 40-41 |
| 403-6 | Promotion of worker health | 2021 ESG Report, Social, Workforce, Compensation and Benefits, Pg. 49-51 |
| 403-8 | Workers covered by an occupational health and safety management system | 2021 ESG Report, Social, Environment, Safety and Health, ESH Management System—Operating Commitment, Pg. 34-36 |

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| 403-9 | Work-related injuries | 2021 ESG Report, Social, Safety and Health, Safety and Health Performance, Pg. 42-43 Performance Data Table |
| 403-10 | Work-related ill health | 2021 ESG Report, Social, Safety and Health, Safety and Health Performance, Pg. 42-43 Performance Data Table |
| GRI 404 – TRAINING AND EDUCATION | | |
| 404-1 | Average hours of training per year per employee | 2021 ESG Report, Governance, ONEOK Training Overview, Pg. 86 |
| 404-2 | Programs for upgrading employee skills and transition assistance programs | 2021 ESG Report, Governance, ONEOK Training Overview, Pg. 86-87 |
| 404-3 | Percentage of employees receiving regular performance and career development reviews | 2021 ESG Report, Social, Workforce, Career Development and Advancement, Pg. 47 |
| GRI 405 – DIVERSITY AND EQUAL OPPORTUNITY | | |
| 405-1 | Diversity of governance bodies and employees | 2021 ESG Report, Social, Workforce Data, Pg. 52-53 2021 ESG Report, Governance, ONEOK Board of Directors, Pg. 77 Performance Data Table |
| GRI 408 – CHILD LABOR | | |
| 408-1 | Operations and suppliers at significant risk for incidents of child labor | 2021 ESG Report, Social, Supply Chain Management, Pg. 64-68 2021 ESG Report, Governance, Ethics, Compliance and Reporting, Pg. 81 |
| GRI 409 – FORCED OR COMPULSORY LABOR | | |
| 409-1 | Operations and suppliers at significant risk for incidents of forced or compulsory labor | 2021 ESG Report, Social, Supply Chain Management, Pg. 64-68 2021 ESG Report, Governance, Ethics, Compliance and Reporting, Pg. 81 |
| GRI 410 – SECURITY PRACTICES | | |
| 410-1 | Security personnel trained in human rights policies or procedures | 2021 ESG Report, Governance, Ethics, Compliance and Reporting, Pg. 81 |
| GRI 412 – HUMAN RIGHTS ASSESSMENT | | |
| 412-2 | Employee training on human rights policies or procedures | 2021 ESG Report, Governance, Ethics, Compliance and Reporting, Pg. 81 |
| 412-3 | Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening | 2021 ESG Report, Social, Supply Chain Management, Pg. 64-68 2021 ESG Report, Governance, Ethics, Compliance and Reporting, Pg. 81 |

| GRI 413 – LOCAL COMMUNITIES | | |
|---|---|---|
| 413-1 | Operations with local community engagement, impact assessments and development programs | <p>2021 ESG Report, Environment, Conservation, Pg. 22-25</p> <p>2021 ESG Report, Social, Workforce, People Attraction and Selection, Pg. 46</p> <p>2021 ESG Report, Social, Corporate Citizenship, Pg. 58-61</p> <p>2021 ESG Report, Social, Stakeholder Engagement, Pg. 70-71</p> <p>2021 ESG Report, Governance, Ethics, Compliance and Reporting, Pg. 81</p> |
| GRI 414 – SUPPLIER SOCIAL ASSESSMENT | | |
| 414-1 | New suppliers that were screened using social criteria | 2021 ESG Report, Social, Supply Chain Management, Pg. 64-68 |
| GRI 415 – PUBLIC POLICY | | |
| 415-1 | Political contributions | <p>2021 ESG Report, Social, Government Relations, Pg. 62-63</p> <p>Performance Data Table</p> |