



# Stewardship Report 2023

**OG/E**<sup>®</sup>  
OGE Energy Corp.



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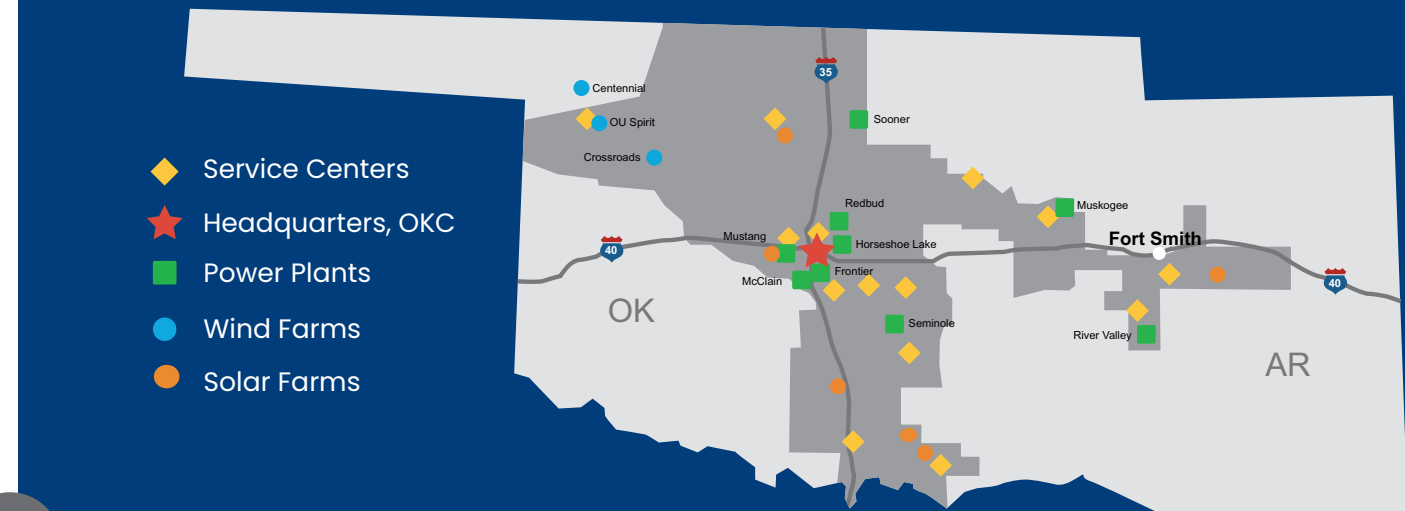
# Who We Are

## ABOUT OGE ENERGY CORP.

OGE Energy Corp. (NYSE: OGE), incorporated in the state of Oklahoma, is a holding Company whose primary investment provides electricity in Oklahoma and western Arkansas.

OGE Energy's electric company operations are conducted through Oklahoma Gas and Electric Company (OG&E), which generates, transmits, distributes, and sells electric energy in Oklahoma and western Arkansas. OG&E was incorporated in 1902 and is a wholly owned subsidiary of OGE Energy. OG&E is the largest electric company in Oklahoma, and its franchised service area includes Fort Smith, Arkansas, and the surrounding communities.

Since 1902, our Company has provided customers with safe, reliable energy to power their homes and businesses at some of the most affordable rates in the nation. Our life-sustaining and life-enhancing products and services energize life for today and tomorrow and are built on our foundation of strong system reliability and a diverse portfolio of fuel types, all while maintaining customer affordability.



Servicing approximately **900,000 customers**

**2,329** full-time employees year end 2023

**30,000 square miles** of electric transmission and distribution lines in Oklahoma and western Arkansas.

**7,116 megawatts** of generation capacity, including **9 power plants, 3 wind farms, and 6 solar farms**

**Fostered economic growth** by attracting new customers through reliable and low-cost energy

## COMMITTED TO EXCELLENCE

Our values, beliefs, and code of ethics drive every decision and action we take and define the very core of who we are.

### Our Values:

- Individual safety and well-being
- Transparency
- Teamwork
- Respect
- Integrity
- Public service

### Our Beliefs:

- Live safely
- Achieve together
- Shared trust
- Value diversity and inclusion
- Take charge
- Unleash potential
- Values matter

### Our Code of Ethics:

- We act with integrity
- We show respect by speaking up
- We show respect to ourselves and each other
- We show respect to our Company and its shareholders
- We show respect in the marketplace



# ABOUT THIS REPORT

The 2022-2023 Stewardship Report provides an overview of our key stewardship principles, objectives, and performance.

OGE Energy regularly and voluntarily discloses reports and performance metrics tied to our stewardship initiatives. These reports include our yearly reporting using Edison Electric Institute (EEI)'s Environmental, Social, and Governance (ESG) template, reporting based on the Sustainability Accounting Standards Board (SASB) standards, and the CDP (formerly Carbon Disclosure Project's) Climate Change Questionnaire. Additional voluntary reporting includes our Public Engagement and Advocacy Report and our Climate Analysis Report, which aligns with the Task Force for Climate-Related Financial Disclosures (TCFD) framework. This year we have also mapped our company objectives and initiatives to the United Nations Sustainable Development Goals (UNSDG).

Sustainability reporting standards continue to mature and evolve, most recently with the ISSB's inaugural standards IFRS S1 and IFRS S2 released in 2023. Additionally, the SEC's reporting requirements related to stewardship topic areas including climate, cybersecurity, and human capital are also evolving and we will continue to update our reporting as appropriate.

# STEWARDSHIP FOCUS AREAS

The Company regularly reviews and updates its stewardship focus areas in response to changing customer, regulatory, financial, and other conditions.

Community Impact	Environmental Stewardship	Governance
Affordability and Access to Energy	Grid Reliability and Resilience	Corporate Governance
Reliability	Resource Adequacy	Enterprise Risk Management
Community Development and Impact	Energy Efficiency and Demand Response	Physical and Cybersecurity
Economic Development	Cleaner Energy Transition	Ethics and Human Rights
Safety	Air Quality	Political and Public Advocacy
Workforce Development	Water and Waste Management	
Emergency Preparedness	Biodiversity	

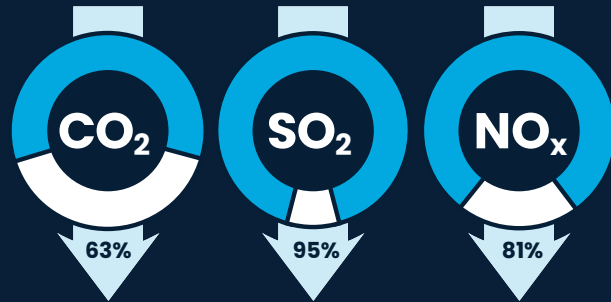


# Stewardship Highlights

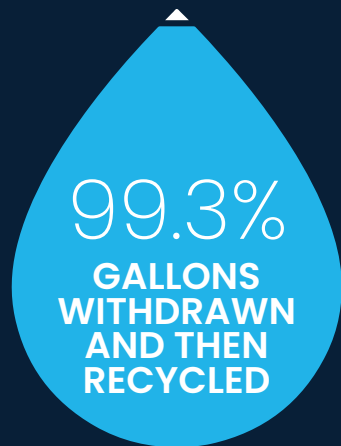
## ENVIRONMENT

### Progress on Reducing Emissions\*

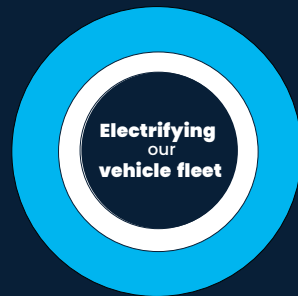
By 2030, we expect to see a 50% reduction in carbon dioxide emissions over 2005 levels.



\*Emissions reductions 2005 to 2023. Emissions reductions will vary year-to-year based on a variety of factors, some outside our control.



Yearly Fresh Water Withdrawal/Recycled



We are actively replacing 100% of our light-duty vehicles with electric vehicles by 2030.

## INVESTING IN THE GRID

- > Reduced service interruptions up to **40%\*\***
- > Reduced outage duration by up to **30%** on upgraded circuits\*\*

\*\*since 2019

## COMMUNITY IMPACT

### #1 Best Employer in Oklahoma

Named #1 Best Employer in Oklahoma as part of **Forbes 2023 Best Employers by State.**



**\$90M** IN ANNUAL PROPERTY TAXES SUPPORTING LOCAL COMMUNITIES



As the largest ad valorem taxpayer in Oklahoma, our assessments contribute to **funding public schools and libraries.**

### \$14M IN DONATIONS

Since 2021, we've supported over 315 programs and organizations that enhance the quality of life and economic well-being of our communities

*\*through OG&E and the OGE Energy Corp. Foundation*

ALMOST **\$100MM** SINCE 2021

Customer assistance dollars in partnership with social services agencies, nonprofit assistance groups, and state and federal agencies to support the most vulnerable populations.

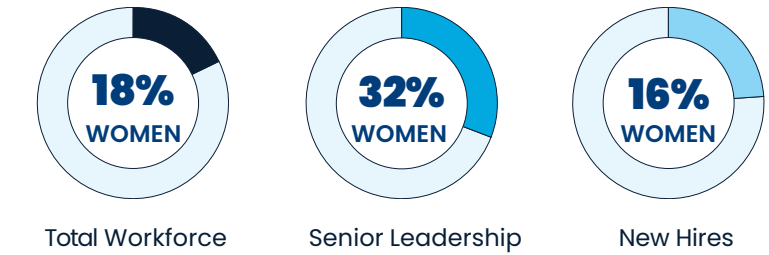
Supported 92 new or expansion economic development projects since 2021 that attracted over 12,300 jobs and represented over \$5.4 billion in investments.



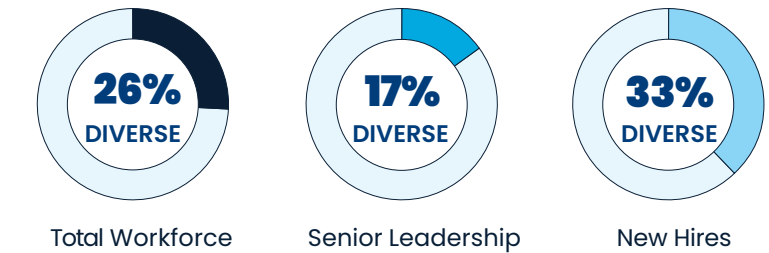
**OVER 12,300 JOBS**

## Employee Demographics

### Gender



### Race & Ethnicity



### Generational Diversity



**83%** ↓

Reduced our OSHA Total Recordable Incident Rate by more than 83%, with the last eight years being the safest in our history.





# Letter from our CEO

**SEAN TRAUSCHKE**

## The OGE Energy stewardship commitment is rooted in our purpose – **We Energize Life.**

For 122 years we have served our customers, communities, shareholders, and employees throughout industrial, technological, and societal changes we might never have imagined in those early days.

Nearly six generations of customers have relied on us throughout our history. We power the expansion of towns and cities by providing life-sustaining and life-enhancing electricity across Oklahoma and western Arkansas. With approximately 900,000 customers across our growing service area, we remain steadfastly committed to providing reliable, affordable, and sustainable energy.

OGE Energy pursues growth of the communities where we live, work, and play. We work side-by-side with local partners to attract and support quality jobs and economic development, energizing life for the communities we serve. Since 2021, we have directly invested over \$3 billion in the grid, power generation, and technology to improve reliability for customers and support continued economic growth. Over the same period, our economic development and business partnerships helped secure 92 new or expansion projects, which are expected to create over 12,300 local jobs and garner \$5.4 billion in additional outside investment to help communities in our service area thrive. These projects have helped contribute to our weather-normalized load growth, which has been very strong, averaging approximately 2.7% per year, from 2020 to 2023.

Our region has some of the nation’s most severe and diverse weather, yet that has only made us stronger and more united in our response. We’re experienced at operating in a complex and rapidly changing environment. We prioritize our infrastructure investments to improve reliability. We navigate complex challenges while providing reliable and more sustainable energy to our customers at some of the lowest rates in the nation.

We are passionate about giving back and driven to make a difference, we know we are only as strong as the communities we serve. Since 2021, we have donated more than \$14 million to local charitable organizations and community initiatives supporting education, community development, arts and culture, environmental,

and human services programs through OG&E and the OGE Energy Corp. Foundation. Our employees regularly volunteer their time and talent and give generously to support local nonprofit organizations that enhance the quality of our communities.

Our vision for a more sustainable future includes protecting the environment through innovative solutions that benefit our customers and our communities. As a company that does what it says it will do, we have reduced our carbon emissions from our owned and operated power generation by over 60% since 2005. We are modernizing our vehicle fleet, partnering for technology development, and supporting the cleaner energy transition to facilitate access to cleaner energy throughout our service area.

I can’t imagine a more exciting time for our industry and look forward to what the next 122 years will bring for our customers, communities, and the Company. Guided by our deeply held values and beliefs, our 2,329 members, as we call our employees, deliver exceptional results for our stakeholders, building upon the legacy of those who came before us. We honor our noble purpose to energize life by investing in our communities to help build an affordable, resilient, and ever-cleaner electric grid. Working **TOGETHER™**, we will continue to strengthen the communities we call home.

I invite you to learn more about OG&E in this report or dive further into our growing library of reports and information in the [Stewardship Reporting Center](#).

We thank you for your interest in our company and truly value your ongoing support.

Sean Trauschke  
*Chairman, President, and Chief Executive Officer*



# Community Impact

## INVESTING IN OUR COMMUNITIES

OGE Energy calls Oklahoma and western Arkansas home, and our employees live in the communities alongside our customers and stakeholders. Our employees (internally referred to as “members”) are all part of the same team that energizes life and supports the cities and towns where we live, work, and play. We put the customer experience at the center of all our decision-making, our investments, our processes, experiences, and touchpoints.

To help improve the customer experience, we regularly review how we interact with our customers, and gather direct feedback from them through surveys and interviews. That feedback informs our plans for the future.

Providing our customers with life-sustaining and life-enhancing products and services drives our Company forward. We are committed to meeting our customers' demand for reliable and affordable electricity, to strengthening our energy grid, and to growing our communities.



### Economy

- Grow our communities
- Drive economic growth in communities
- Partners in economic development



### Customer

- Maintain low rates
- Support for low-income customers
- Energy management and pricing options
- Enhance customer experience
- Reliability investments



### Community

- Community outreach and volunteerism
- Support for education, social services, arts and culture
- Drive change through local partnerships

## GROW OUR COMMUNITIES

We drive economic growth across our service area by partnering with cities and towns across the region. OG&E's electric rates are consistently among the lowest in the country and region. Our rates help communities attract new businesses and economic growth to our region. That economic growth results in widespread demand for electricity.

## Drive Economic Growth in Communities

OGE Energy partners with state and local authorities to help attract jobs and investment in our service area across Oklahoma and western Arkansas, fostering economic impact and growth. In addition to serving our approximately 900,000 customers, we power communities in other ways. We estimate that our economic impact including our investments, salaries and wages amounts to an estimated

\$8 billion a year in our service area. Our capital investments in the infrastructure that helps deliver the energy we produce to our customers total over \$3 billion since 2021.

We are also the largest ad valorem taxpayer in Oklahoma, contributing approximately \$90 million annually, which helps fund local schools, libraries, and career technology schools.

### Economic Impact

OGE's annual economic impact of our employment is estimated at **\$8 billion** in our service area fueling economic growth, stability, and jobs.

Capital Investments  
**\$3 billion**  
(2021-2023)

Ad Valorem Taxes\*  
**~\$90 million**  
Largest ad valorem taxpayer (centrally assessed) in Oklahoma supporting local schools and communities

New Electric Demand | Over **483** Megawatts

### Economic Development (2021-2023)

Projects  
**92**

Investment  
**\$5.4 billion**

Over  
**12,300**  
Jobs

## Partners in Economic Development

We partner to help attract new companies and customers, keep existing customers, and strategically build capacity while making investments that result in the creation of new demand for electricity. We support increased employment to improve the quality of life in the communities we serve.

Through our economic development partnerships, we help create new growth opportunities for the areas we serve. Since 2021, we have supported 92 new or expansion economic development projects designed to attract over 12,300 jobs, as well as more than \$5.4 billion in outside investment. These projects have helped contribute to our weather-normalized load growth, which has been very strong, averaging approximately 2.7% per year, from 2020 to 2023.

OG&E's economic development activities help to energize economic growth by providing market insights, site selection and project advisory, strategic planning, and technical assistance. We work alongside our communities to help foster sustainable economic growth and resilient local economies. Our economic development team supports this place-based approach to economic development while working on state and regional-level programs to bring new investment into our area.

\* Represents 2023 for Oklahoma and Arkansas

Economic Impact represents the direct and indirect impact of OGE Energy spending salaries, and benefits (including spending by OGE Energy and its employees in the region) based on IMPLAN analysis of OGE Energy.



## Economic Development Services and Support

### Supporting Economic Development Projects

- **Project Responses:** OG&E offers key data for project inquiries to boost local investment and job creation.
- **Site Promotion:** We actively market our industrial and commercial properties to industry leads and site selection experts.
- **Technical Assistance:** OG&E provides strategic community development, federal grant aid, and project site identification services.

### Data and Research Services

- **Insight Provision:** Offers crucial economic and demographic data to local partners.
- **Strategic Reports:** Prepares detailed analyses for communities to devise innovative strategies and attract businesses.
- **Assessment Tool:** Utilizes a strategic planning tool for competitive, place-based economic development.
- **Community Evaluation:** Assesses and enhances community capacity for economic initiatives, leveraging local strengths.

### Training and Support for Community Economic Development

- **Community Training:** Educates community leaders on cutting-edge economic development practices.
- **Annual Training:** Provides yearly training sessions on economic development best practices.
- **Collaborative Efforts:** Partners with regional entities like Select Oklahoma, the Oklahoma Municipal League, and the Oklahoma American Planning Association to enhance economic development awareness and practices.

## Economic Development Project Highlights: 2021-2023



Illustrative map highlights key projects based on economic growth and is not a comprehensive list.

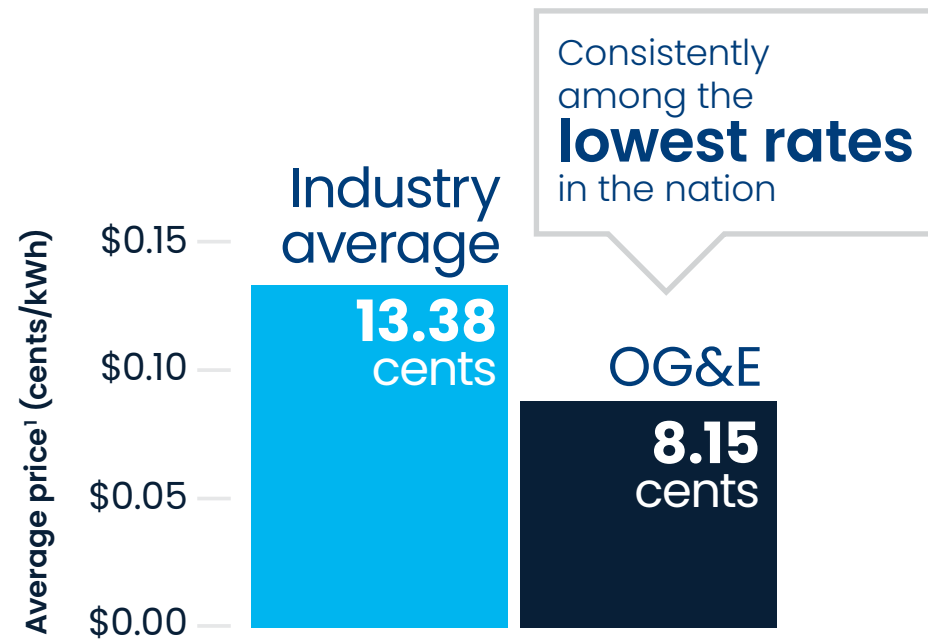
- A** **Renew Energy**  
*Enid*
- B** **Foreign Military Sales Pilot Training Center**  
*Fort Smith*
- C** **Owens Corning**  
*Fort Smith*
- D** **Centrillum Proteins**  
*Midwest City*
- E** **YZY Capital Holdings LLC**  
*Muskogee*
- F** **Polaris Technology Inc.**  
*Muskogee*
- G** **Stardust Power**  
*Muskogee*
- H** **Pratt & Whitney**  
*Oklahoma City*
- I** **Georg Fischer Central Plastics LLC**  
*Shawnee*
- J** **Simmons Foods**  
*Van Buren*



## SERVING OUR CUSTOMERS

OG&E's rates continue to be among the lowest in the country, allowing us to provide our customers with affordability and reliability.

The Company is also committed to helping everyone in our service area gain and maintain access to the energy they need to power their lives. Our customer service representatives work directly with customers to design payment plans based on their unique needs.



<sup>1</sup>S&P Global Market Intelligence Ultimate Rankings of 2023 average price to ultimate customers by parent company

### Customer Resources

OG&E is committed to efficiently and thoughtfully engaging with customers through their preferred communication channels. We connect customers to programs and offerings tailored to their unique needs.

### OG&E convenient customer resources include:



- Experienced Customer Support Advocates
- Social media engagement
- Online, phone, mail, and kiosk bill pay
- Automated phone systems
- Mobile app
- Bill pay notifications
- Outage notifications
- High bill alerts
- Business Advantage Group Specialists for commercial customers
- Energy Insights

### Energy Assistance

Customers rely on electric service for their homes and businesses. Our programs and partnerships support vulnerable populations, ensuring affordability and reliability for all.

In partnership with social services agencies, nonprofit assistance groups, and state and federal agencies, we work to support our local communities and vulnerable populations, who need help paying their electric bills. These efforts, including some of our own programs, have helped provide nearly \$100 million in support for low-income and other customers in need since 2021.

OG&E offers financial aid, energy-saving programs, and payment options, including:

- **Silver Energy Discount** – Oklahoma seniors (65+) on SmartHours® plans get up to \$85 in annual credits.
- **Weatherization and Home Energy Efficiency** – Free upgrades to reduce energy usage and lower bills for eligible homeowners and renters.
- **Low-Income Assistance Program (LIAP)** – \$13 monthly bill credit for qualified customers.
- **Direct Financial Assistance** – Help for qualifying customers through nonprofit organizations.

## Supporting Seniors

Our Silver Energy suite of offerings provides customers 65+ with choices designed to increase their comfort, safety, and savings. With special offerings, senior discounts, services, and partnerships, we help our senior customers maintain safe, energy-efficient homes that save them money each month.

### Fan Donations and Cool Zones

Through our longstanding partnerships with the Salvation Army, the Latino Community Development Agency, Areawide Aging Agency, United Way, and the Community Action Agency, we provide electric fans to elderly residents and families with low income in communities across Oklahoma and western Arkansas. Since the start of the program in 2006, OGE Energy has donated and distributed more than 21,000 fans.

Each summer, we partner with nearly 80 local libraries, shopping centers, senior centers, churches, and other locations throughout our service area to open Cool Zones, which provide heat-weary, vulnerable residents a break during the hottest times of the day.





## ENERGY MANAGEMENT

OG&E continues to increase comfort, savings, and flexibility for our customers by providing them with a suite of offerings related to home and commercial energy efficiency and commercial lighting. Our various energy efficiency programs are intended to help our customers save money, manage their usage, and support our Company's efforts to reduce energy consumption and carbon emissions.



### OG&E, OKCPS partnership helps district earn energy efficiency rebates

OG&E helped Oklahoma City Public Schools (OKCPS) take advantage of multiple energy efficiency programs, including Schools and Government Efficiency (SAGE) program, and the Continuous Energy Improvement (CEI) program. OG&E presented OKCPS with a check totaling more than \$450,000 for its participation in multiple energy efficiency programs.

## Energy Efficiency Programs

We support our growing customer base and uphold our commitment to affordability by offering energy efficiency programs like Commercial Energy Efficiency Program (CEEP), Home Energy Efficiency Program (HEEP), and Weatherization. Our multipronged HEEP helps our residential customers reduce their energy consumption by implementing energy-efficient upgrades to their homes. In 2023, we reported verified net 42.5 million kWh in total estimated energy savings from HEEP.

We also offer a variety of programs designed to help meet the energy efficiency needs of our commercial and industrial customers in CEEP. The program provides options for commercial and industrial customers to participate through a number of targeted paths that support schools and small businesses. In 2023, we reported verified net 147.6 million kWh in total estimated energy savings from CEEP. (Note: all Energy Efficiency net savings reflect combined Oklahoma and Arkansas service territory data.)

Moving forward, we are increasing the capacity of these programs to reach more customers and help us manage and delay the need to build new power generation facilities.



## Demand Response

OG&E recently celebrated the 10th anniversary of our SmartHours program, a unique offering that encourages our residential and commercial customers to shift some of their energy usage outside of peak, high-demand hours.

SmartHours pricing plans put customers in complete control of their savings while managing their usage. Since the program was introduced, enrolled customers have cumulatively saved nearly \$7 million. SmartHours brings the future of demand response to our customers today by offering customers the ability to use a managed device, more customer choice, and the ability to opt out at any time.

We also offer customers another convenient tool to help them stay in control of their energy costs when they connect their Wi-Fi thermostats to SmartHours using If This Then That (IFTTT). Our partnership with IFTTT offers technology that enables smart thermostats to automatically react to daily price signals communicated by OG&E.

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## Pricing Options

Customers have expressed a desire to understand how OG&E can help them manage their monthly bills. We offer customers a variety of billing and pricing plans designed to fit their energy needs and become more energy efficient, including Average Monthly Billing, and Guaranteed Flat Bill.

**Average Monthly Billing (AMB)**, known as Levelized Billing in Arkansas, provides a rolling 12-month average that smooths out the peaks and valleys of seasonal billing. AMB is a budgeting solution that averages out a customer's annual energy use, giving them a more consistent bill each month. This billing option helps customers anticipate the cost of their monthly bill, putting them in control of their spending.

**Guaranteed Flat Bill (GFB)** ensures that our Oklahoma customers know the exact amount they will pay each month. Customers enrolled in GFB pay the same amount every month for one full year.

GFB is a budgeting solution which allows customers to pay the same amount for electric service every month for one full year— no matter how much electricity they use in the summer heat or winter cold. There are no increases due to changes in fuel prices or electric rates.



## Weatherization

Our trained crews perform energy efficiency weatherization upgrades for eligible customers who own or rent a single-family, duplex, or mobile home, and have an income of less than \$60,000 a year. Improvements may include adding attic insulation, sealing air leakage around windows and doors, duct sealing, and installing energy-saving light bulbs, and are designed to reduce energy consumption, lower energy costs, increase the comfort of homes, and safeguard the occupant's health. In 2023, we reported a verified net of 19.6 million kWh in total estimated energy savings from our weatherization program in our service area.

## OG&E partners with Citizen Potawatomi Nation to weatherize homes for seniors

OG&E partnered with the Citizen Potawatomi Nation to weatherize 35 homes in the tribe's Father Joe Murphy Elder Housing community in Shawnee. Our volunteers completed basic work, including weatherstripping and caulking, while OG&E contractors made additional improvements to the homes to increase energy efficiency at no additional cost to the residents.





## Committed to Improving Customer Experience

Our deep-rooted dedication to our customers guides our decisions. We equip them with resources and tools to make smart energy choices, empowering them to manage their energy usage and monthly bills.

After receiving valuable input from customer surveys, OG&E unveiled an updated bill design that is easier to understand and provides tips to lower energy usage. Driving innovation is an example of our commitment to deliver exceptional customer experience brought to life. The mobile app allows customers to pay bills, report or monitor outages, and sign up for auto pay and paperless billing. The response from our customers has been positive, with more than **226,000 downloads** since the app was launched in 2023. Customers utilizing the app have made more than **428,000 payments** and reported more than **33,000 outages**.

Customers have also expressed the need for easy communication during outages and timely updates on power restoration. We are investing in technologies like our outage notifications, website, and automated voice systems to meet these needs. As a result, calls are **down 19%** in the last year with nearly **595,000 customers** receiving outage notifications.

We continue to enhance the OG&E digital experience with updates based on customer feedback, reflecting our commitment to listen and actively respond to customer needs.



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# Investing In Reliability

Our customers depend on us to provide reliable electricity to power their homes and businesses. The communities we serve experience wide-ranging weather extremes.

Our dedication to safety and reliability fuels our efforts to strengthen our energy grid against extreme weather. In everything we do, we are laser-focused on keeping the lights on to deliver reliable electricity with a continued focus on affordability.

Our commitment to reliability energizes the daily lives of customers and powers growth in communities.



# We design and update our electric system to meet the changing reliability needs of growing communities.

We continuously invest in our electric grid to improve reliability and meet the changing needs of growing communities. We closely monitor any potential weather impact across our service area, including storms, potential for high winds, and other weather conditions that could impact the electric grid.

Our extensive experience in handling severe weather helps us proactively prepare for storms. OG&E crews are on call 24/7, ready to respond across our service area. Our dedicated response professionals operate an incident command system complete with situational awareness technologies.

Power restoration requires a high level of teamwork, both inside and outside of our company. We work closely with local and state officials, first responders and local nonprofits before, during, and after storms to help communities impacted by extreme weather.



# Our investments are focused on affordable and reliable service that meets the needs of our communities.

We are making significant investments to improve reliability and are seeing positive results.

Technology and infrastructure investments are reducing the frequency of power outages and shortening the time it takes to restore electricity after storms.

Our reliability-focused investments have resulted in a 40% reduction in service interruptions and a 30% reduction in outage duration in upgraded parts of our system since 2019.



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# COMMUNITY IMPACT

## Supporting Local Communities

We are committed to improving the communities where we live, work, and play. Since 1902, our partnerships with local organizations make a difference in the communities we serve. We continue to support and improve the lives of our approximately 900,000 customers across Oklahoma and western Arkansas.

## Outreach and Volunteerism

We believe in the power of giving back and have put that belief into action throughout our history. We have employees whose full-time responsibility is to engage in the community, and listen and work directly with local governments, chambers of commerce, businesses, and schools to support growth and enact meaningful change. They facilitate conversations to ensure that community leaders are informed about industry issues and programs relevant to their areas and to listen to community leaders to better understand their unique challenges and needs.

OGE Energy employees make a direct impact where they live and work by spending the equivalent of two paid days per year volunteering for any eligible programs or organizations.

## Employee Spotlight



### John Koons Volunteerism Award

John Koons, Community Relations Coordinator, was celebrated for his extraordinary 50-year tenure with OG&E and his unwavering commitment to volunteerism. During a momentous celebration of dedication and service, John was recognized as the first-ever recipient of the **John Koons Volunteerism Award**. This award recognizes a member who has gone above and beyond representing our core value of public service through volunteerism. John's profound impact extends beyond the company, touching countless lives in the community through his passion for volunteer work.



Partnering with **local nonprofits** across our service area



Every employee receives **two paid days**, or 16 hours, per year, **to volunteer** in the communities where we live and work, equating to **35,000 company paid volunteer hours** available



Our employees currently serve on more than **370 committees and boards**



Contributed more than **\$14 million in donations** between 2022 and 2023 through OG&E and the OGE Energy Corp. Foundation to support over 315 programs, organizations, and institutions that enhance the quality of life and economic well-being of our communities



Awarded **scholarships** of up to **\$60,000 per year** for **students** interested in pursuing a STEM-related degree



Contributed **\$500,000** to create the **OG&E Live Safely Program** at the Peak Innovation Center in Fort Smith, Arkansas — a top-to-bottom rethinking of career and technical education led by Fort Smith Public School District



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# COMMUNITY GIVING FOCUS AREAS

We're helping build a better future for communities and energizing generations to come. We prioritize the needs of our customers and support organizations and causes they care about through volunteering, scholarships, and charitable donations and grants from the OGE Energy Corp. Foundation. We support local and regional nonprofit organizations in education, health & human services, environment, arts & culture, and community development to create safer, healthier, and happier communities.

## Supporting Teachers and Students in our Service Area

We provide resources to teachers in our service area by offering classroom support.

### OG&E Positive Energy Scholarships

Since awarding the first OG&E Positive Energy Scholarships in 2019, we've provided 15 scholarships – totaling \$900,000 – to high school seniors who commit to attending college in Oklahoma or Arkansas. We annually award three \$60,000 scholarships making college attainable for worthy recipients.



### Supporting Teachers through the Teacher Pipeline

We energize classrooms by supporting the Oklahoma City Public Schools (OKCPS) Foundation's Teacher Pipeline Program.

As a founding sponsor of this initiative, OGE Energy Corp. Foundation supports OKCPS paraprofessionals, most of whom are bilingual and support the 54% Hispanic student population, with the opportunity to earn a college degree and earn their teaching certificate - with no debt - while staying employed full time. The program is creating more diverse and inclusive classrooms by providing opportunities for teachers from underrepresented communities.

Additionally, every year, we sponsor the graduation ceremony for graduates of the program who are ready to enter the classrooms as fully credentialed teachers – an inspiring celebration of the commitment of these teachers in our community.

### Positive Energy Teacher Grants

We partner with local public-school teachers through Positive Energy Teacher Grants offered through DonorsChoose. Through our Positive Energy grants, we provide dollar-for-dollar matching donations for teachers seeking funds for classroom projects, books, educational kits, games, and lab equipment to support Science, Technology, Engineering, and Math (STEM) education in our service area. We offer matching funds to public school classrooms where most of the students come from low-income households.

### Partnership Spotlight

## Science Museum Oklahoma



Our partnership with Science Museum Oklahoma brings the exciting world of science to life for students and teachers. The newly renovated theater Science Live! presented by OG&E features a new interactive entrance, state-of-the-art sound and lighting, large monitors, and enhanced safety features all designed to amplify the exciting experiments during the live show. Our shared mission with the museum aims to foster a hands-on approach to learning and igniting curiosity with more dynamic and interactive experiences. Together, we're not just teaching science; we're sparking a passion for it.



## United Way

United Way and their partner agencies service Oklahoma and Arkansas by connecting people and resources to create a stronger, healthier, and more compassionate community. Annually, we engage in a fundraising campaign to support United Way’s mission to improve the health, safety, education, and economic well-being of families in need across our service area. Together with our employees, we raised \$1.25 million in 2023 for the 12 United Ways across our service area through employee contributions, bake sales, car shows, auctions, and a company foundation match.

## Fostering Futures

Our employees live and work in the communities we serve and partner with local charitable organizations like Fostering Futures to energize the community. Fostering Futures provides financial and emotional support for Norman-area children and their families who receive services from the Cleveland County Child Welfare System. Employees volunteered by shopping for gifts from wish lists then gathered at Cleveland County Fairgrounds to organize and distribute the items to foster families in need.



## Mental Health Association Oklahoma (MHAOK)

MHAOK offers valuable services that enhance the health, well-being, and quality of life of at-risk and unhoused individuals in Oklahoma. Our partnership led to the weatherization of 77 units aiding those transitioning from homelessness, along with our employees assembling over 2,000 care packages to support vulnerable Oklahomans.

“We are grateful to OG&E for this donation and the support, respite and assistance it will provide to those in our community impacted by homelessness and experiencing mental illness,” said Terri White, MHAOK Chief Executive Officer. “It’s thanks to community partners like OG&E that allow us to further our mission of transforming the mental health and livelihoods of those in our state who need our help the most.”

## Arts and Culture

### OKC Museum of Art Virtual Field Trips

We collaborate with Oklahoma City Museum of Art (OKCMOA) to expand educational resources for Oklahoma students through enhanced school tours. The Virtual Field Trips program serves as a complement to the Museum’s regularly offered in-person school tours, and reaches underserved districts in the state. OKCMOA facilitated 42 Virtual Field Trip sessions during the 2022–2023 school year, providing art education to over 1,300 students from seven counties in Oklahoma.

## Oklahoma Contemporary

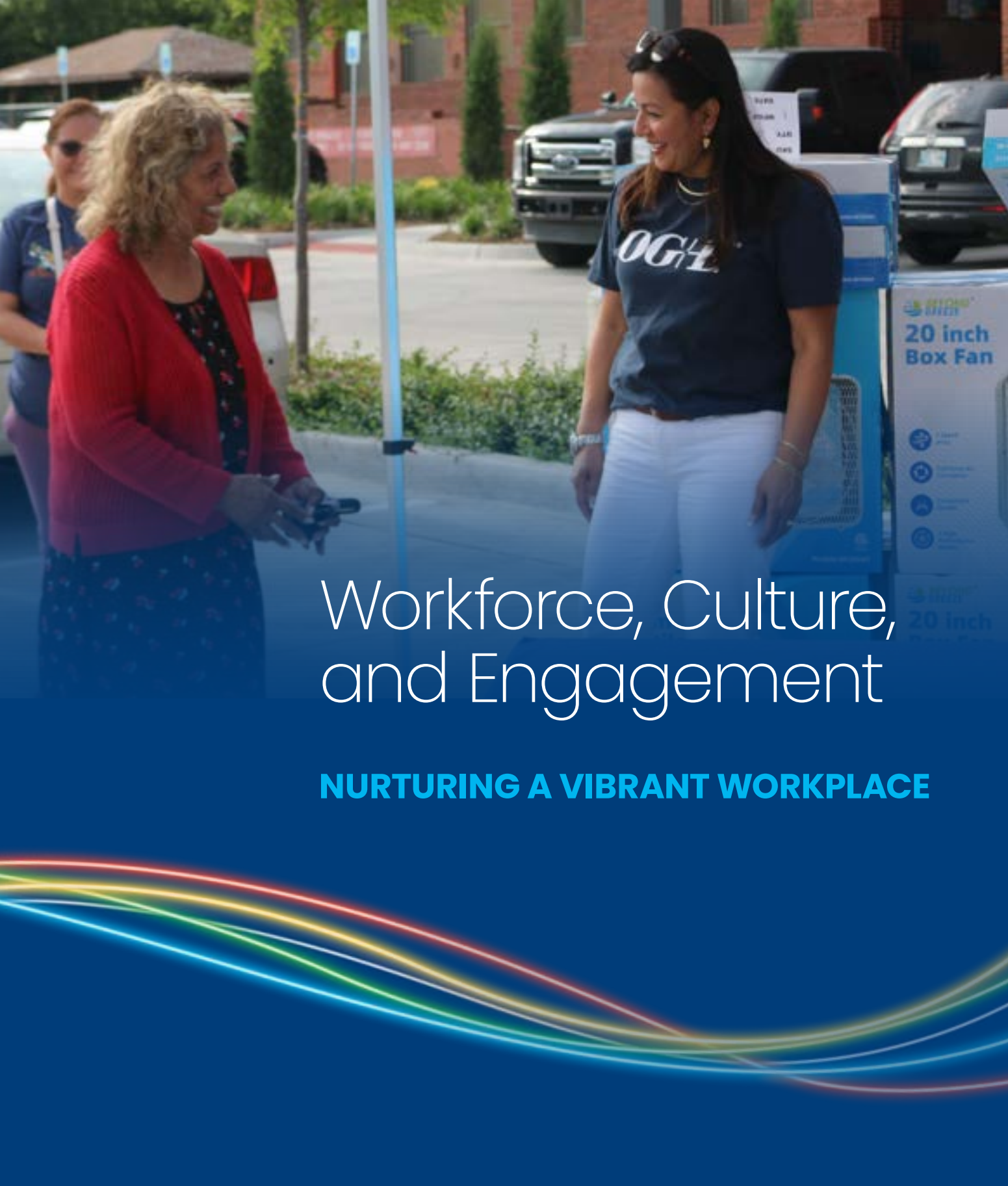
Our partnership with the Oklahoma Contemporary Art Center for Second Saturday offers children and families in the community complimentary creative art experiences. This monthly event is dedicated to art appreciation, featuring art discussions, interactive art creation, and gallery explorations tailored for visitors of all ages. Second Saturday offers a unique opportunity for families to spend quality time together while fostering children’s artistic abilities.

## Allied Arts

Every year, we support a workplace campaign for Allied Arts, a non-profit organization that raises over \$3.6 million annually benefiting over 40 arts organizations in Central Oklahoma including the National Cowboy and Western Heritage Museum, the OKC Ballet, the OKC Symphony, Science Museum Oklahoma and many more worthy arts organizations making a positive impact in our vibrant communities. Funding from Allied Arts helps offset member agency operating costs, underwrite productions, performances, and exhibits, foster educational opportunities for underserved populations, and ensure the arts are accessible and affordable for everyone.







# Workforce, Culture, and Engagement

## NURTURING A VIBRANT WORKPLACE

At OGE Energy, a legacy of integrity crafted over the last century, drives our employees to live our core values and beliefs. These values are the lifeblood of our company culture, fortifying the foundation laid by our predecessors and propelling us toward a prosperous future.

Our company-wide belief that one incident is too many underpins our safety culture at OGE Energy. We are unwavering in our commitment to an incident-and-injury-free workplace, promoting the safety of our employees, customers, and the communities we serve.

Diversity is celebrated and nurtured within OGE Energy, reflecting the vibrant mosaic of the communities we are privileged to serve. We champion an inclusive environment where ideas flourish and diverse perspectives are harnessed, leading to well-rounded business decisions that meet the needs of our customers, communities, and stakeholders. Our culture is one of collaboration and innovation, where every voice is valued, fostering growth for our business, employees, and communities alike.

Each employee is a vital part of our company's success, contributing daily through their roles. We encourage continuous personal and professional development, which in turn enhances our collective contribution to the company's triumphs and enriches our individual lives. United by our shared values and beliefs, we are part of a mission far greater than ourselves, striving for excellence in all we do.

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# OUR COMMITMENT TO SAFETY

## Safety is a Value

Our company-wide belief that “one incident is too many” underpins our safety culture. At work, at home, at play, and behind the wheel – we are committed to providing a safe workplace for employees and contractors, and a safe environment for customers and communities.

Since adopting our “one incident is too many” philosophy in 2007, we’ve seen:

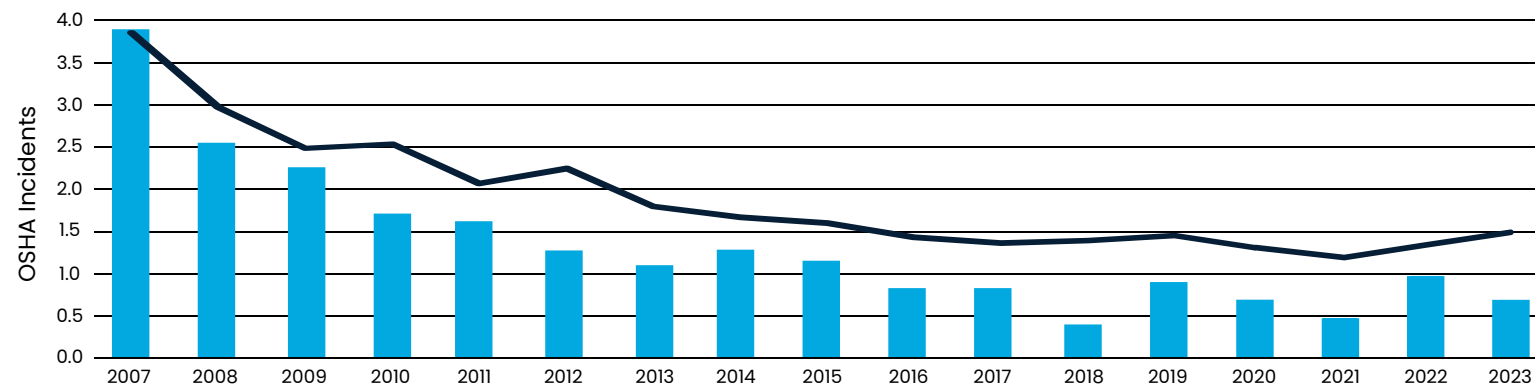
- A sustained decline in our incident rate, with the last eight years being the safest years in our history.
- Our OSHA Total Recordable Incident Rate (TRIR) rates rank among the lowest in the Southeastern Electric Exchange.
- An over 83% reduction in our OSHA TRIR rate since 2007.
- A decrease of 84% in our Days Away, Restricted, Transfer Rate (DART) since the 2007 baseline.

Our Health and Safety Management System helps managers, supervisors, and employees promote safety excellence. At the highest level, this system includes a robust program audit that drives rigorous safety systems, ultimately resulting in safety excellence. Components of the system include operating standards, a health and safety policy, processes, procedures, data, and technology.

We have many safety committees across all levels and functions of the organization, hazard and risk identification and mitigation processes, and annual safety improvement targets for employees. Our teams perform situational workspace safety audits to help improve our safety management system.

### OSHA Total Recordable Incident Rate (TRIR) 2007-2023

OG&E  
Edison Electric Institute Peer Group



\*DART rate or Days, Away, Restricted, or Transferred rate, is a safety metric that measures the number of work-related injuries and illnesses that result in employees missing work, being restricted, or being transferred to another job.

84%\* ↓

DART

Days Away Restricted and Transfer Rate

---

83% ↓

OSHA Total Recordable Incident Rate

\* Since OGE Energy's 2007 baseline



## Workforce Safety

Our robust safety initiatives reflect our commitment to the well-being of our members and communities, designed to uphold and improve the well-being of everyone we serve. We have initiatives such as:

- **OG&E Athlete by Vimocity** – Since 2016, employees have utilized Vimocity’s online platform to enhance mobility and prevent injuries by focusing on daily muscle and joint care, proper body positioning, and ergonomics.
- **Safety Recognition Coin** – OG&E’s Safety Coin embodies the pride and commitment to safety culture, serving as a physical reminder of safety principles and individual well-being, uniquely designed annually by an employee.
- **Data analytics for Safety Performance** – OG&E’s performance dashboard tracks safety metrics and analyze data on injury trends and safety participation, enabling more informed decisions on safety practices.

At OGE Energy, contractors, before being hired, must meet safety pre-screening performance requirements that are intended to determine whether they are capable of performing work in a manner consistent with the Company’s safety expectations, standards, and culture. Contractors are required to maintain an established level of safety and report their safety metrics. In the field, a variety of contractor performance audits are performed by independent third-party safety professionals, our health and safety staff, and joint audits. We also monitor contractor performance and conduct monthly and annual safety performance reviews.

For more information about our safety culture, please see our [Safety Management Information Sheet](#).

## Employee Spotlight

### Terri Rasberry OG&E Athlete Champion



Terri Rasberry, Senior Systems Administrator, was recognized for her outstanding dedication and hard work as an OG&E Athlete Champion. Terri displays exceptional commitment to reducing injuries and promoting the values of the OG&E Athlete Program including facilitating daily group activities, participating in quarterly OG&E Athlete Champion calls, and engaging with new members in her area. The role she plays as a Champion for the OG&E Athlete Program has a substantial impact on the health of our members and the strength of the company.

## Keeping the Public Safe

OG&E prioritizes public service, dedicating our time and efforts to enhance the communities where we live and serve. We engage across our service area to raise awareness and educate our communities about safe ways to interact with electricity. Our public safety focus areas include training for emergency responders from fire and police departments, supporting education for teachers and students, and reaching out directly to the public through announcements and customer engagement.

### E-Smart Kids

Empowering teachers to educate students on electricity safety is vital. That’s why we’ve equipped over 100 schools in our service area with e-SMART materials, enabling educators to teach 30,000 students about the safe use of electricity.







## ENERGIZING OUR WORKFORCE

At OGE Energy, we are committed to growing our employees, communities, and business. Our work energizes life in our communities, and we pride ourselves on having a team dedicated to building a brighter future for the people and areas we serve. With over 2,300 employees and nearly 2,700 active retirees, we are embedded in those communities and committed to making a difference.

### An Equipped and Empowered Workforce

OGE Energy is a major employer in our service area — offering opportunities in power generation, transmission and distribution operations, technology, customer operations, finance and accounting, human resources, marketing and communications, and various other career paths.

We're committed to building our workforce for today and the future that represents the communities where we live and work. We are creating diverse talent pipelines and developing our employees for their long-term careers at OGE Energy. As a recognized energy leader, we help our employees energize their careers with professional training programs, industry engagements, educational partnerships, and scholarships that help further our workforce development goals.



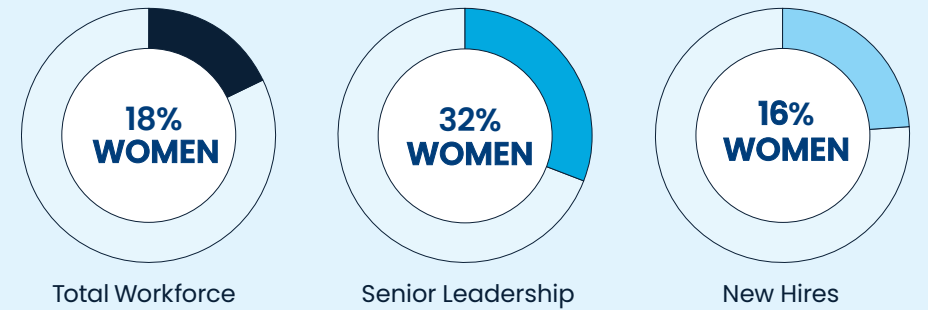
OGE Energy was named the #1 Best Employer in Oklahoma as part of the Forbes 2023 America's Best Employers by State survey. In 2024, OGE Energy was recognized as a national Top Workplace by USA Today.

We measure employee engagement through regular surveys. In 2023, we used the Top Workplace survey to gauge employee sentiment on a number of different topics. Employee participation was 73%, and the survey identified several areas of strength, including strong values, care, commitment of our managers to help employees learn and grow, a belief that our employees are part of something meaningful, and willingness of our employees to highly recommend working for our Company.

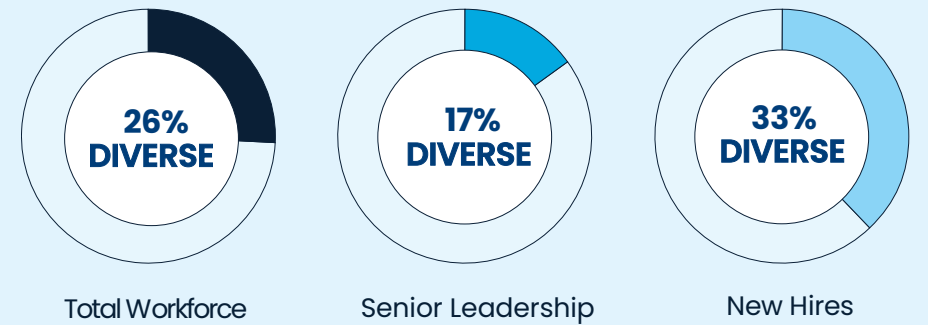
## Workforce Demographics

Building a diverse, skilled, and multi-generational workforce is key to our success in innovation, excellence, and ongoing improvement.

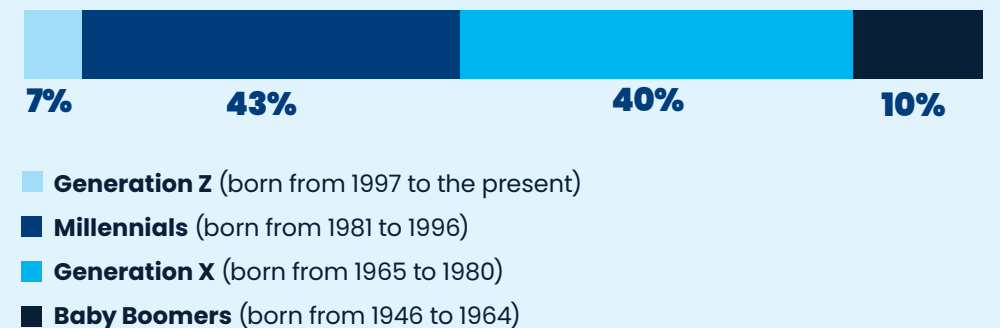
### Gender



### Race & Ethnicity



### Generational Diversity



Note: Senior Leadership reflects top 80 leaders and managers. Year-end 2023 data.

## Developing Our Workforce

Growing our talent pipeline also includes growing our internal talent. We are committed to developing a workforce with the skills and expertise to operate our business safely while also meeting the needs of our customers, now and in the future.



### Leadership Development

- **Foundations of Leadership (FOL)** – offers leadership skill development through interactive sessions, focusing on essential leadership philosophies and practical management skills.
- **Supervisor Essentials** – equips newly promoted managers and supervisors with practical leadership tools, core process insights, legal, compliance, and process-focused development to effectively lead their team.
- **External Programs** – provides managers with opportunities to participate in various leadership development programs, such as the Energy Executive Course and Summit (University of Idaho’s premier program for energy executives), Center for Creative Leadership’s Leadership at the Peak, OSU/OU Executive Education Partnership Program, Strata Leadership’s Institute for Emerging Leaders, Leadership Oklahoma, Leadership Oklahoma City, and the Oklahoma City Chamber of Commerce’s Elevate program.

### Member Development

- **Member Development Model** – provides useful resources for employees to grow their skills and knowledge to help them plan their future with the company.
- **In-person and Online Training** – internal and external training courses designed to help employees build skills and knowledge in their current and/or future role.
- **Specialty training** – such as craft training programs, Safety, Department of Transportation training and certified apprenticeship programs for line construction are also available for employees to develop their skills.

### Technical Training

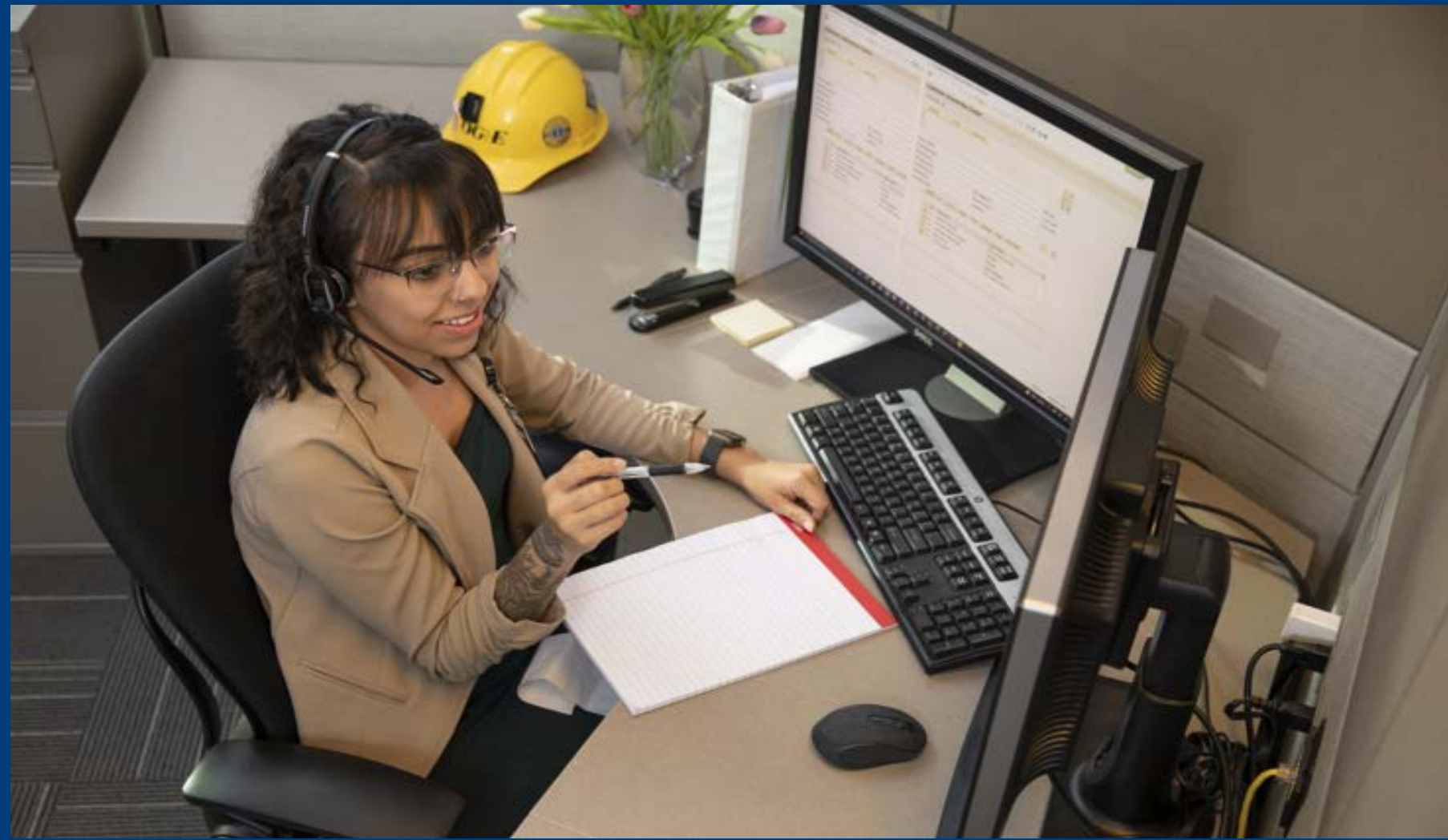
- **Line Construction Apprenticeship Program** – This program is recognized by the Department of Labor as an apprenticeship program. Members in this program participate in over 8,000 hours of on-the-job and classroom training prior to being promoted to a Journeyman Lineman.
- **Power Supply Craft Training** – This training program offers a variety of technical training courses for the following roles, Instrument & Control Technician, Plant Mechanic and Operator. The Technical Training Team partners with Plant Management and builds individual training plans for their technical workers depending on their level of education and experience.
- **Safety Training** – All positions have a variety of required safety training associated with them. There are approximately 50 training requirements which are delivered via classroom training, web-based and on-the-job training. For higher risk roles, such as the craft roles, members are required to take initial and refresher training.
- **Customer Service Training** – Customer service representatives spend six plus weeks learning OGE processes and customer service platform to ensure exceptional customer service.



## Total Rewards

Our competitive benefits package helps employees energize and grow their careers. Our salary levels are on average 50% above those in our service area. We also offer an annual performance-based bonus program, paid volunteer leave, access to paid vacation and sick time, paid parental leave, adoption fee reimbursement, and donated vacation leave hours for eligible employees experiencing a severe or urgent medical condition. Employees can also take advantage of our **TOGETHER** Fund, which provides short-term financial assistance to current employees experiencing any number of hardships, including the death of a loved one, accidents, and natural disasters.

To further support our employees, we offer a full range of wellbeing programs that address physical, mental, and financial health. This includes virtual counseling sessions with clinicians, counselors, and psychiatrists for those enrolled in our medical benefits. Our robust Employee Assistance Program provides mental health care to all members and their families. We also have an internal intranet site with articles and tools for various needs, including mental, physical, and financial wellbeing.



## Health and Wellness Benefits

- Medical & Prescription Drugs
- Dental
- Vision
- Enhanced employee assistance program
- Patient advocacy
- Pre tax spending accounts (FSA, HSA, dependent care)
- Fitness incentives



## Financial Wellness Benefits

- Life Insurance
- Short term disability
- Retirement savings (401K) matching
- Tuition reimbursement
- Identity theft protection



## Work/Life Benefits

- Paid Vacation, Holiday, Personal Time
- Paid sick leave
- Paid volunteer time
- Various paid leave options (bereavement, military, parental)
- Paid jury duty
- Adoption assistance
- Alternative work schedule and locations





## Growing Talent Pipelines

At OGE Energy, we are growing our talent pipeline to meet the needs of the workforce today and in the future. We offer a diverse range of career paths and development opportunities to build awareness and gain hands-on experience through multiple partnerships. We work with over 20 career techs to build the pipeline of future OG&E workers and promote growth in the energy industry.

### Middle School and High School Pipeline

- **Career Fairs** – Highlighting energy career opportunities and educational pathways.
- **STEM Outreach** – Engaging middle school girls in engineering at the University of Oklahoma (OU) Women in Engineering event; encouraging high school girls to pursue IT careers at Oklahoma State University (OSU) Women in Industry event.
- **OG&E Site Visits** – Hands-on career exploration for OKC metro school students.
- **Job Shadowing** – Real-world job experience for students exploring career interests.

### College and Career Technology Pipeline

- **Langston University (HBCU) Partnership** – Outreach and internships in tech fields.
- **OSU-OKC Partnership** – Internships and curriculum support in technical disciplines.
- **OGE Energy Scholarships** – Up to \$5,000 for select tech/engineering students at OSU.

## Internships

- **High school**
  - » **Utility Operations Trainee** – Advanced Manufacturing at Francis Tuttle Technology Center and Mechanics and Welding at Muskogee and Fort Gibson Training Centers.
  - » **Cybersecurity Intern** – Computer Science Academy at Francis Tuttle Technology Center.
- **College**
  - » **Engineer Intern** – Field experience with real work challenges.
  - » **Power Generation Intern** – Power plant experience with operation and maintenance of power generation equipment.

## Veterans

- **VA Partnership** – Assists veterans in obtaining GI Bill Benefits through OGE apprenticeship programs.
- **Military Transition Support** – Partner with the Department of Defense SkillBridge program to help service members transition from military to civilian careers.



# CHAMPIONING A DIVERSE & INCLUSIVE CULTURE

The makeup of our communities continues to change and, as they grow, so does our Company. We continue to evolve with the communities we serve. As we develop talent pipelines, fill open positions, and provide developmental opportunities to our members, we continue to pursue our goal of looking more like the communities we serve while ensuring all employees feel valued and empowered to contribute to our noble purpose of energizing life.

Our focus areas and leadership framework align to our core belief of valuing diversity and inclusion by embracing the uniqueness of all individuals. We believe advancing these efforts will make us a stronger and more resourceful organization. We partner with several institutions to help build diverse talent pipelines for critical positions across our service area. For example, OGE Energy is a Distinguished Employer Partner with Langston University, the only Historically Black College and University (HBCU) in Oklahoma.

Additionally, we support a growing workforce in our community and with our contractors. OGE Energy Corp. Foundation provided \$175,000 to help fund the Urban Reentry Jobs Program with the Urban League of Greater Oklahoma City and we were recognized with a Corporate Partner Award for our support.



## Member Engagement

Foster an inclusive work environment where all members feel a sense of belonging and their contributions are valued.



## Talent Management/Workforce Development

Execute career awareness, talent acquisition and member development strategies to support and grow the business for the short and long-term.



## Community Engagement

Support diverse and underrepresented communities and cultures, while providing more equitable access to resources.



## Customer Focus

Increase goodwill through customer interactions by strengthening awareness, understanding, and access to programs in underserved and underrepresented populations.



## Supplier Diversity

Identify, support, and partner with small and diverse businesses.



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## Member Resource Groups Help Build Community

We are committed to supporting an engaged and inclusive workforce at OGE Energy. Participants in our Member Resource Groups (MRGs) represent 28% of our workforce. These voluntary, employee-created and employee-led groups are intended to foster a sense of belonging for all employees, provide opportunities for professional development, increase volunteerism and community involvement, as well as assist in new employee recruitment. Each MRG selects an executive sponsor, who works closely with the group to provide support and encouragement as the employee groups plan and develop their outreach plans.



**ASIAN & PACIFIC  
ISLANDER  
TOGETHER™**  
*OGE*



**BLACK  
TOGETHER™**  
*OGE*



**HACEMOS  
TOGETHER™**  
*OGE*



**INDIGENOUS  
TOGETHER™**  
*OGE*



**NEW MEMBERS  
TOGETHER™**  
*OGE*



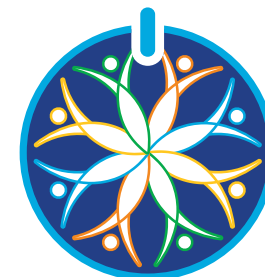
**PRIDE  
TOGETHER™**  
*OGE*



**PUBLIC SERVICE  
LEADERS  
TOGETHER™**  
*OGE*



**VETERANS  
TOGETHER™**  
*OGE*



**WOMEN  
TOGETHER™**  
*OGE*



## Celebrating Success

Leaders from past and present MRGs, along with their executive sponsors, gather annually at our MRG Summit to celebrate their achievements and strategize on advancing diversity, equity, and inclusion within OG&E.

The MRG Legacy Award is presented annually at the Summit to recognize dedication and leadership in promoting the progress of our MRGs.



2023 MRG Leadership Summit

## Partnership Spotlight



## Alpha Boys Institute

Our Black TOGETHER MRG partners with the Alpha Boys Institute to help provide leadership and life skills training to middle school students in Oklahoma City. Members of our Black TOGETHER MRG have volunteered their time in various ways, including mentoring 5th to 8th-grade students, as well as priming walls, patching holes, and helping restore the Alpha Boys Institute's Garden Oaks facility. We welcomed the Alpha Boys' Institute for a tour of our McClain Power Plant, giving them a behind-the-scenes look at our operations and hopefully inspiring an interest in a career in energy.



Black TOGETHER participate in MLK Parade



Women TOGETHER participate in OKC Memorial Marathon



Hacemos TOGETHER volunteer at Sunbeam Food Pantry



New Members TOGETHER hosts Positive Tomorrows Food Drive

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## Supporting Local and Diverse Suppliers

We continue to strengthen supplier diversity by partnering with small businesses, and businesses owned by minorities, women, and veterans. Since 2021, we've spent over \$400 million with diverse vendors and over \$1 billion with local vendors in Oklahoma and Arkansas with plans to continue diversifying our vendors in the future. Almost 70 percent of our diverse spending is local to our service area. We are partnering with local vendors and diversifying our supplier base to mitigate supply chain disruption for key inventory items.

We serve on the board of the Southwest Minority Supplier Development Council, and partner to identify new diverse suppliers and develop relationships across the region. We are also a member of Edison Electric Institute Business Diversity Committees and collaborate with our peers to discuss supplier diversity changes, innovative strategies including those related to suppliers, and participate in diverse supplier networking events.

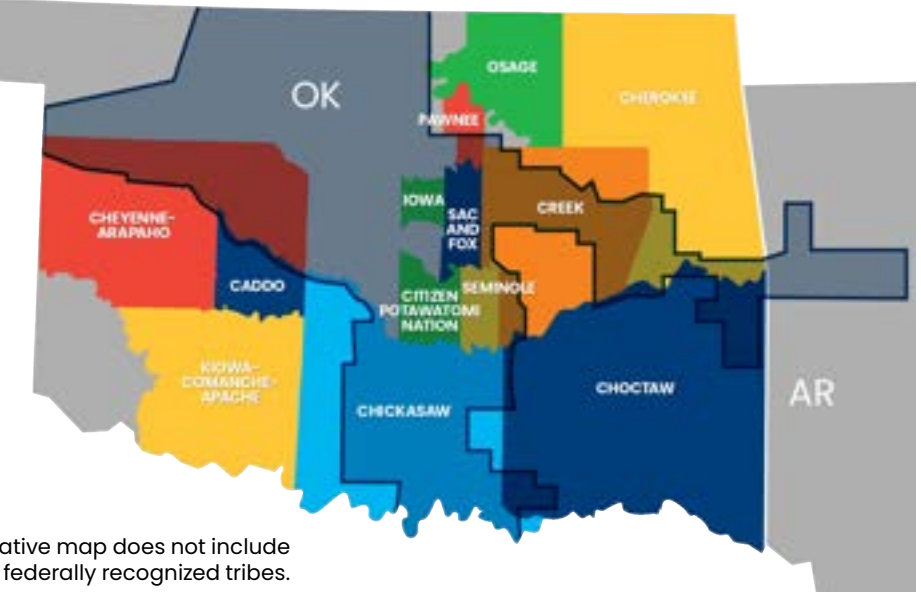
OGE Energy is a member of the Sustainable Supply Chain Alliance (SSCA) that works to advance electric industry supply chain sustainability best practices. We participate in SSCA's annual supplier ESG data assessment. Through our partnership with SSCA we benchmark ourselves against industry peers and stay up to date with industry standards. We also offer training to suppliers such as SSCA's greenhouse gas training series supporting suppliers in developing their GHG inventories.

## Partnering with Tribal Nations

OG&E's service area is home to 20 federally recognized tribes and we are proud to support our tribal customers and partners. In addition to our solar projects in partnership with the Chickasaw and Choctaw Nations, our supply chain professionals worked with tribal partners to explore opportunities to support long-term economic growth.

An exciting example of our ongoing tribal partnerships was announced in April 2024. The US Department of Energy awarded an Energy Improvements in Rural or Remote Areas grant jointly to the Choctaw Nation and OG&E called GreenCare: Empowering Resilience in Poteau. OG&E and the Choctaw Nation applied for 50/50 matching funds to construct a microgrid to provide vital backup power during outages for a health clinic, child development center, and food distribution center for the Choctaw Nation of Oklahoma's Poteau campus.

### Tribal Nations Service Area



Illustrative map does not include all 20 federally recognized tribes.





# Environmental Stewardship

## OUR APPROACH

OGE Energy is committed to improving sustainability and protecting the environment. Our employees call our service area home and are deeply engaged in protecting, conserving, and maintaining the natural resources and habitats found in Oklahoma and western Arkansas. We're serving the needs of our customers by incorporating cleaner energy sources including leveraging renewables across our region. We are minimizing our reliance on freshwater while taking the lead on initiatives dedicated to preserving biodiversity.

The Company continues to keep environmental stewardship top of mind when making decisions regarding power generation, our operations, economic development, and community engagement. We've done this in many ways, including the addition of smart meters, wind, and solar generation, and improving our environmental footprint in both Oklahoma and western Arkansas.



### Affordable and Reliable Cleaner Energy Investments

- Reduce emissions
- Affordable electricity rates
- Infrastructure investments
- Strengthen the grid
- Support for renewables
- Products, services, rates, and incentives



### Protecting our Natural Resources

- Improve air quality
- Smart water consumption and reuse
- Preserve our unique biodiversity
- Reduce waste through reuse and recycling



### Partnerships for Cleaner Energy Innovation

- Clean tech investments
- Support for hydrogen development

Since 2005:

**60+% Reduced** carbon emissions



**40+% Reduced** carbon intensity



2030:



**Replace** 100% of our light-duty vehicles with EVs

2030:

**50% Reduce** Scope 1 and 2 GHG emissions by 50% (compared to 2005 baseline). Full conversion of our light-duty vehicle fleet to electric; reduce fleet vehicle emissions by 60%.



2050:

**\*Retire** 95% of our fossil-fueled generation

\* based on generation fleet in 2018



## INVESTING IN A MORE RESILIENT GRID

Our customers, community, and local economies rely on the life-sustaining and life-enhancing electricity we produce for almost every aspect of their daily lives. The Company continues to invest in a more resilient electric grid to meet the needs of our customers while mitigating the impact of increasing extreme weather. Our current five year investment plan includes almost \$5.3 billion\* of planned investments in transmission, distribution, generation reliability, resilience, and economic expansion.



On the energy grid, we are investing in technology that senses and isolates outages on our system and restores power as quickly as possible for our customers. Additionally, we are upgrading and installing new equipment on overhead and underground power lines to reduce outages caused by wildlife, severe weather, and equipment failure. Customers on upgraded circuits have experienced up to 40% fewer service interruptions and up to 30% improvement in restoration times. We estimate that those improvements are equal to a reduction of 9 million minutes of outages to customers on upgraded circuits.

We are meeting growing needs for affordable, reliable and ever-cleaner electricity through our investments in generation and participation in the regional energy market.

\*source 2023 Form 10-K (Page 38)

### Some of the reliability efforts include:

Distribution and Transmission Line Reliability Programs including **inspections and upgrades**

**Data analytics and modeling** for infrastructure inspections and vegetation management

Multiple operational resiliency Initiatives to **evaluate preparedness, response and recovery**

**Hardening distribution poles** either through trussing or replacing poles

Enhancing our **emergency preparedness**

**Winter weather strengthening** and preparedness of generation assets in response to extreme winter weather

Regular cadence of cross-functional preparedness exercises including participation and engagement in industry events such as **GridEx and a leadership role in the EEI's National Response Event planning**

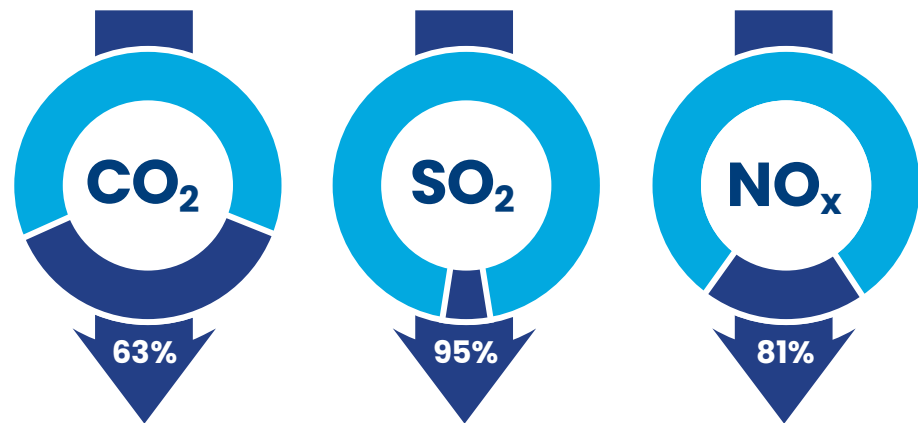


# POWERING A CLEANER ENERGY FUTURE

We challenge ourselves to grow, develop, and stay true to the commitments we make to our customers: to provide reliable and affordable electricity, to maintain a resilient energy grid, and to grow the communities that we serve. Each of these commitments is equally important. We don't sacrifice one for the other — a balanced approach is required for ongoing success. OGE Energy is a company with a history of doing what we say we will do. OGE Energy has taken significant steps toward powering a more sustainable future by investing in cleaner and more reliable energy solutions. Using some of the nation's premier wind and solar resources, we have reduced our carbon emissions by investing in 32 MW of owned solar capacity, 449 MW of owned wind power generation, 342 MW of wind-purchase contracts, and converting over 1000 MW of coal generation to natural gas.

## Progress on Emissions Reductions

(2023 v. 2005 baseline)

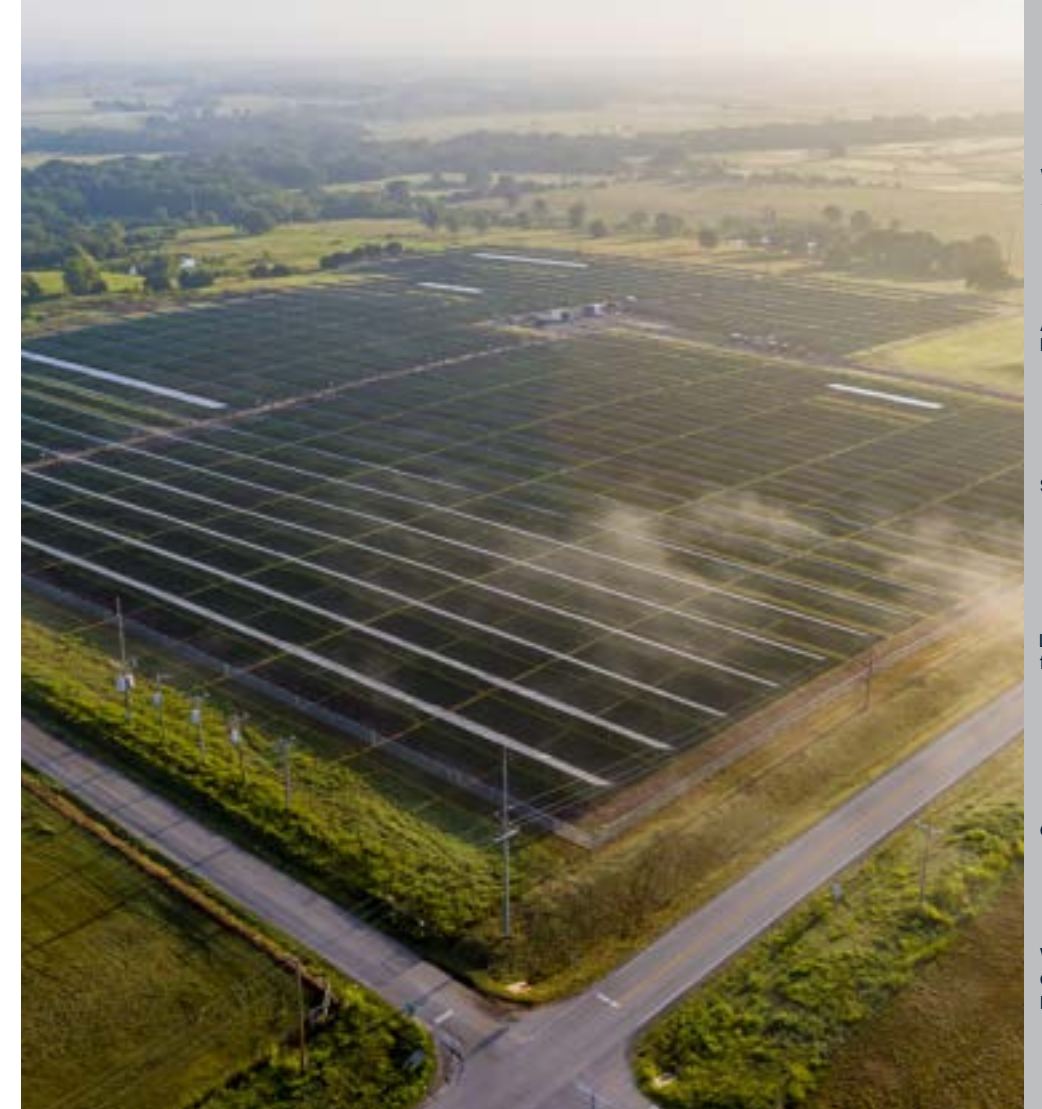


As a pioneer in wind and solar adoption in our renewable rich region, we continue to implement cleaner energy across our system. Advancing lower carbon solutions is an extension of our stewardship commitment. Equipping our customers to make smart energy choices, electrifying our fleet, and promoting electric vehicles (EVs) support a lower carbon economy today and tomorrow. We are partnering with clean tech leaders to promote the development of reliable and affordable cleaner energy solutions now and in the future.

### Proven Track Record of Reducing Emissions

Since 2005, we have reduced carbon emissions from our owned and operated generation by over 60%, exceeding the national average. We also achieved our goal to reduce carbon emissions from generation by 40% between 2005 and 2020. We believe we are on track to meet our expectations to lower emissions by 50% by 2030 even accounting for anticipated load growth in our service area.<sup>1</sup> Additionally, OGE Energy plans to replace 100% of our light-duty vehicles with EVs by 2030, which will allow us to meet our goal of reducing our fleet vehicle emissions by 60% by 2030.

By 2050, we also expect to retire 95% of our fossil-fueled generation fleet<sup>2</sup>, cost-effectively meeting our capacity requirements by replacing the retiring generation with newer technologies including combustion turbines. We will continue to reduce emissions and set new goals as technologies develop and mature.



The Company's Climate Analysis based on the TCFD framework discusses our emissions expectations and other aspects of physical and transition climate related risk. More information can be found in the [Climate Analysis TCFD Report](#).

<sup>1</sup> Emissions reductions will vary year-to-year based on a variety of factors, some outside our control, such as fuel prices, energy demand, and new technologies, among others. These factors are expected to change over time and could impact generation unit operations in the future. For example, changes in the dispatch of units by the SPP energy market may potentially lower carbon emissions for the region, but potentially increase our absolute emissions

<sup>2</sup> based on 2018 fleet





the electric demand across its service area with renewable energy resources.\*

In 2023, carbon-free resources in the SPP accounted for over 45% of SPP market generation, exceeding the US average of 38%. OG&E’s customers benefit from our participation in the SPP market through lower cost energy, greater access to cleaner energy, and improve reliability through access to diverse generation resources within the SPP.

Renewable energy and other cleaner energy technologies such as batteries and storage represent 97% of pending future generation interconnection requests under study at the SPP likely increasing access to cleaner energy resources in the future.

\* source EIA 2023 and SPP 101

## Environmental Management System

OG&E prioritizes environmental stewardship and performance through the integration of environmental management into daily operations, planning, and decision-making.

We are committed to maturing our processes and our environmental management through the development and implementation of a robust Environmental Management System (EMS).

For more information, view our [Environmental Management System](#) in full on our website.

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### SPP Leading the Charge

SPP & US Generation Sources

Generation Type		SPP**	US**
Carbon-free	Wind & Solar	38%	14%
	Nuclear	5%	19%
	Hydro	3%	6%
Carbon-free		46%	38%
Renewable		38%	15%

**SPP carbon-free and renewable generation far exceeds US average at some of the lowest cost to customers in the nation. Renewable generation types not displayed.**

\*\* SPP 101 and US EIA 2023 data

## Cleaner, Affordable, and Reliable Energy for Customers Through SPP Market

As a member of the Southwest Power Pool (SPP) a regional transmission organization (RTO) serving 14 states, our customers get the benefit of increased cleaner energy resources across the SPP while maintaining reliability, and affordability.

Our high voltage transmission lines help support the delivery of wind energy within the SPP, while our quick-start combustion turbines support grid stability required for increased amounts of intermittent wind and solar resources.

Wind and solar renewable resources are the leading source of power in the SPP energy market. These renewable resources represented over 37% of power generation in 2023, far exceeding the US average of 14% for wind and solar. During one day in 2023, the SPP set a record by serving over 90% of



## Innovation and Electrification

From modernizing our vehicle fleet and partnering for technology development to supporting electrification and the cleaner energy transition, we are facilitating cleaner energy delivery throughout our service area.

### Modernizing Our Vehicle Fleet

We are actively replacing our light-duty vehicles with a goal to replace 100% by 2030, which will allow us to meet our goal of reducing our fleet vehicle emissions by 60% by 2030 (assuming technology and battery range enhancements especially in extreme weather conditions). By the end of 2025, we estimate that we will have converted almost 40% of our light-duty fleet as well as off-road equipment to EVs, including mini cranes, forklifts, utility carts, and manlifts on our path toward our objectives.



### Supporting Electric Vehicles

We helped found the Oklahoma Electric Vehicle Coalition; a group of stakeholders committed to increasing EV adoption in the state. We have tracked EV adoptions and provided extensive data to stakeholders through a partnership with the Oklahoma Tax Commission. Additionally, through our partnership with the Edison Electric Institute (EEI), we also helped launch the National Electric

Highway Coalition (NEHC), a seamless network of charging stations across the country designed to make charging easier for drivers on the road.

### Clean School Bus Program

OG&E partnered with Shawnee Public Schools (SPS) to replace four traditional school buses with new electric school buses. As a recipient of the EPA Clean School Bus Rebate program, SPS received \$1.5 million for the electric buses and an additional \$80,000 for infrastructure. OG&E worked with SPS to provide the necessary grid infrastructure for the charging systems. We look forward to helping more schools implement electric school buses.

### Partnering for Innovation

We host quarterly university summits with local universities to foster innovation in the energy sector, providing a two-way communication path for collaboration opportunities that benefit our customers and operations. Additionally, we seek opportunities for cleaner energy transition through our partnership with Energy Impact Partners and participation in the Deep Decarbonization Frontier Fund. Our investment portfolio has grown to include investments in The Westly Group and Boyd Street Ventures from the OGE Energy Corp. Foundation.

### Managed Charging Demonstration

The OGE Energy Research and Development Program is completing a Managed Charging Demonstration that will showcase how Smart EV charging technologies can effectively control charging sessions. These sessions will benefit customers, the grid, and the environment by using price and/or clean-energy signals coupled with behavioral pricing mechanisms/tariffs. The results of this evaluation will be complete by mid-year and can potentially be implemented on a wider scale.

## Adaptable Grid IJA Grant

The U.S. Department of Energy (DOE) awarded OG&E \$50 million to strengthen Oklahoma's electric grid. OG&E was one of thirty-four recipients of the first round of IJA DOE Smart Grid grants, with our proposal standing out for benefiting disadvantaged communities (DACs) and tribes and demonstrating system-wide benefits.

The project goals include:

- Anticipate and respond to grid variability and uncertain conditions such as EV load, load growth and extreme weather
- Stimulate economic growth and energy transformation in DACs and Tribal Lands
- Improve system visibility with autonomous controls through software and sensors
- Minimize energy burden on our customers

The federal grant will be used along with investments made by the Company, for an adaptable grid project that will provide grid automation to **118 circuits** and **51 substations**, improving reliability for approximately **90,000 customers**.

“Improving reliability and strengthening the grid for our customers is one of our top priorities. This grant by the Department of Energy allows us to double our impact and reduce the cost to our customers.”

**Sean Trauschke**

Chairman, President and CEO of OGE Energy Corp.





## Supporting Clean Water Conservation

Support and preservation of local ecosystems is an integral part of our commitment to environmental stewardship.

In partnership with RIVERSPORT OKC, OG&E employees participate in World Water Day with other community partners by picking up trash from the Oklahoma River to make the community a cleaner, greener place. This initiative is just one of the many ways we demonstrate our ongoing commitment to environmental conservation.



## PROTECTING OUR NATURAL RESOURCES

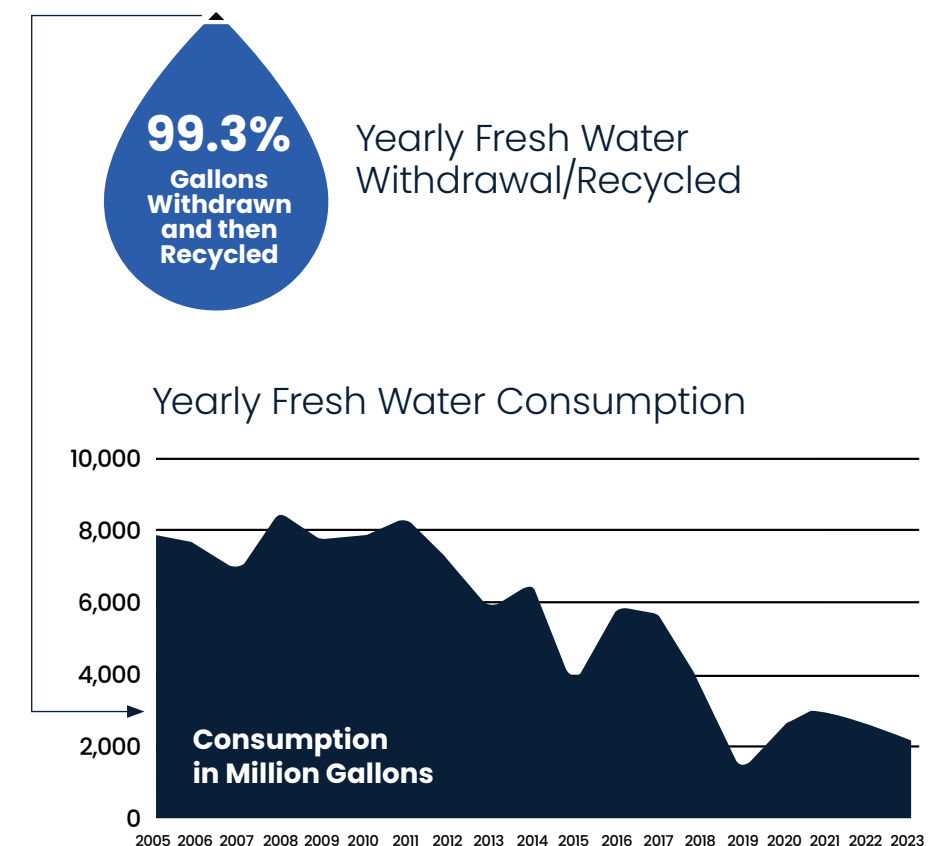
As a Company, we're committed to implementing new ways to meet our cleaner energy goals as we minimize our environmental footprint. Today, we are empowering sustainability and protecting the environment by using innovative approaches to reduce and reuse water, protect biodiversity, and increase recycling and reuse of our waste products.

### Conserving Water for our Communities

Water is vital to our nation's economic success and quality of life and plays an integral role in generating affordable and reliable electricity. At OGE Energy we are committed to water conservation measures intended to maintain a sustainable and beneficial water supply for the communities we serve. We return 99.3% of the water used to generate electricity for our customers each year. We also conserve 2.1 billion gallons of fresh water annually by using treated municipal wastewater for cooling.

In all that we do, we strive to use — and reuse — this natural resource in a manner that is efficient, responsible, and sustainable. Our operations and facilities source water from regions classified by the World Resources Institute (WRI) as having low or low-medium baseline water stress, including all water withdrawn or consumed. We do not operate in any locations with high or extremely high baseline water stress, nor do any of our operations use water sourced from such regions as classified by the WRI.

We strategically plan for future water needs, continue to seek ways to use water more efficiently, and minimize the need to use fresh water. OGE Energy participated in the Oklahoma Comprehensive Water Plan update that ultimately led to the passage of Oklahoma House Bill 3055 (the Water For 2060 Act), which made Oklahoma the first state in the region to establish a bold, statewide goal of consuming no more fresh water in 2060 than was consumed in 2010. In support of this legislation, OGE Energy has continued to find ways to conserve water through water reuse projects and utilization of technologies that use less water. As a result, we have seen a reduction of greater than 50% in the amount of fresh water consumed.







## Biodiversity and Habitat Protection

OGE Energy recognizes and respects the intersection of our operations and the environment. Enhancing and supporting our local habitat allows us to utilize our resources to preserve the vast biodiversity throughout Oklahoma and western Arkansas. We have spent years working on biodiversity-related initiatives to protect our precious ecosystems and ecoregions and minimize impact whenever possible, or through conservation.

Mile for mile, Oklahoma has one of the nation’s most diverse terrains and is one of only four states with more than 10 ecoregions, by far the most per mile in the U.S., according to the EPA. Oklahoma’s ecoregions include everything from Rocky Mountain foothills and cypress swamps to tallgrass prairies, hardwood forests, and pine-covered mountains. OGE Energy is committed to protecting the ecological diversity of our region through creative partnerships and thoughtful conservation efforts.

## Pollinator Initiatives

Each year, we recognize National Pollinator Week, a time to raise awareness of the critical role pollinators play in the regional ecosystem, particularly for the monarch butterfly. Most of our 30,000 square mile service area is in the monarch butterfly’s migration flyway, and we regularly look for innovative ways to use our transmission rights of way (ROW), substations, and other properties to enhance butterfly habitat.

OGE Energy optimizes mowing and vegetation management practices on our major transmission ROWs during monarch migration seasons. Our vegetation management team has a goal of restoring 20 acres of native prairie each year on company-managed properties. We conscientiously adjust vegetation work and practices to accommodate the monarch migration season, ensuring our activities support the conservation of this vital species.

The Company also established several monarch “waystations” that provide critical resources, such as area-specific milkweed and flowers, necessary for the monarch population to sustain its migration. The company has been recognized by the Keep Oklahoma Beautiful Environmental Excellence Award for Business for our pollinator waystations focused on native wildflower planting projects at our facilities and ROWs.

In partnership with Johnston Seed Company, these areas have been seeded with a special seed mix that blooms throughout the spring and fall to support monarchs throughout the migration season. To date, we have planted 40 acres of pollinator habitat. We also work with Johnston Seed Company to create seed mixes that are made up of native plants that are beneficial to pollinators and other animals that we distribute at various events throughout the year.

Additionally, a rare butterfly, the Frosted Elfin, was recently identified on an OGE Energy solar farm. We partnered with students at the University of Oklahoma and the Oklahoma Biological Survey who studied this butterfly and identified the host plant and larvae within the solar farm. The results of the study identified new populations and offered greater insight into their behaviors and flight season.

## Scissortail Monarch Mountain

We raise awareness about the important role pollinators play in our ecosystem through a partnership with Scissortail Park for their new Monarch Garden. The 8,900 square-foot garden features over 2,000 plants, including five species of milkweed, to provide beauty for Park visitors and sustenance for the pollinators. Our partnership includes new signage throughout the park to highlight pollinator plants and the insects and animals involved in the pollination process.







## Avian Protection Plan

OGE Energy voluntarily takes innovative measures to protect against wildlife collisions with electrical equipment. We are a member of the Avian Power Line Interaction Committee, a group of companies that develop best practices to prevent avian collisions with power lines. The Avian Protection Plan is designed to reduce avian and operational risks that result from avian interactions with electric utility facilities.

More than 500 bald eagles call Oklahoma home, including convocations observed at our Sooner, Horseshoe, and Seminole power plants. OG&E partners with Sutton Avian Research Center and reports observations of eagle nests during the breeding season and eaglet development.

## Vegetation Management

Arbor Day Foundation has recognized OG&E as a Tree Line USA® Utility for more than 20 years. The program honors our commitment to proper tree pruning, planting, and care while delivering safe and reliable electricity.

Our vegetation management team has modified mowing schedules to avoid or minimize impacts on the migration of monarch butterflies and adopted integrated vegetation management practices to maintain natural habitats while ensuring critical infrastructure reliability is maintained. As a service to our communities, our vegetation management experts regularly meet with community groups to provide best practices planting the right trees in the places. Last year, the Company shared an informative resource guide with our customers. For more information, view our [Vegetation Management Guide](#).



Since 2020, we have donated more than 1,750 tons of browse and silage material from our vegetation management activities to the Oklahoma City Zoo and Botanical Garden as a food source and socializing mechanism for elephants, giraffes, bears, and other hoofstock.

## Invasive Species

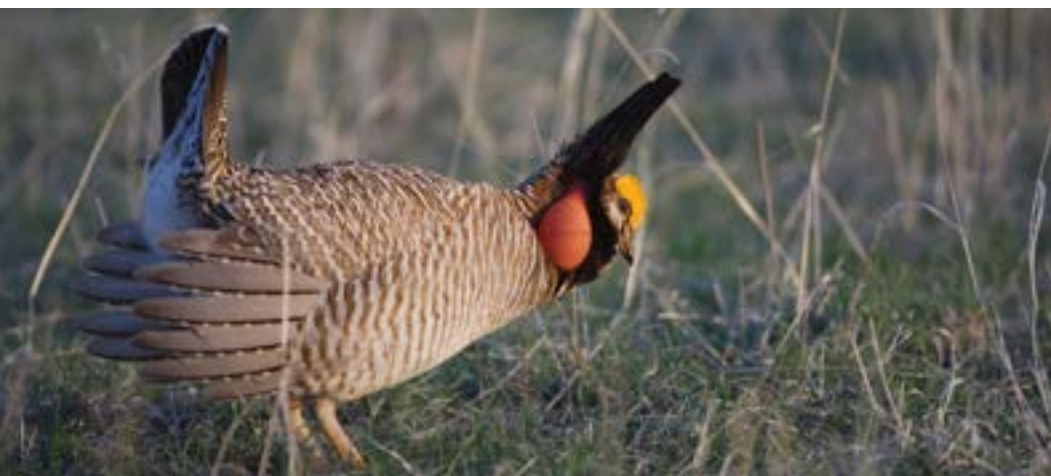
We lead the region in finding innovative approaches to combat the invasive zebra mussel, an unwelcome guest to Oklahoma’s lakes and waterways. We partner with Oklahoma State University and the Oklahoma Department of Wildlife Conservation to monitor cooling reservoirs for this invasive species, and use an EPA-approved treatment to control it. We also partner with other utilities to share best practices associated with zebra mussel control.

## Habitat Protection

### Endangered Species

We strive to enhance habitats for all species through conservation efforts and rely on partnerships with local, state, federal, tribal, and private entities to avoid impacting the species whenever possible. The Company has altered routes of proposed transmission projects in order to avoid listed or candidate species like the American Burying Beetle and the Lesser Prairie Chicken.

We have also contributed almost \$8.7 million for Lesser Prairie Chicken habitat protection since 2009 and have worked with state and federal agencies to commit more than 40,000 acres to Lesser Prairie Chicken habitat.



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## Reuse and Recycle

We seek out new more sustainable practices that help minimize our environmental footprint. Today, we repurpose everything from our wooden distribution poles to coal ash and are currently on the EPA's lowest level for the quantity of hazardous waste disposal. We have also spent several decades removing and replacing equipment that contains polychlorinated biphenyls (PCBs). As a member of the Utility Solid Waste Activities Group (USWAG), OG&E joined other member utilities in the voluntary phase-down of PCB-containing equipment and continues to test oil and equipment to ensure all PCBs are removed from the system and properly disposed.

We find creative ways to reduce our environmental impact. The Oklahoma City Zoo and Botanical Gardens repurpose our wire spools for goats to enjoy climbing and relaxing in the Children's Zoo.

We are implementing a new initiative to increase the number of transformers reused. We test to verify that transformers taken out of service are still electrically viable. Those that pass are considered EOK (meaning, satisfactory to rebuild, or "electrically okay") and offered for sale to transformer rebuilders rather than sold as scrap metal. Early indications are approximately 20% of transformers are EOK and diverted from scrap.

Additionally, we have turned our largest process waste stream— coal ash — into an in-demand material in construction projects. During 2023, approximately 94 percent of the ash from OG&E's River Valley, Muskogee and Sooner power plants was recovered and reused off-site in various ways, including soil stabilization, landfill cover, road base construction and cement and concrete production. Reusing fly ash reduces the need to manufacture cement from virgin materials resulting in reductions in greenhouse gas emissions from cement and concrete production. Based on estimates from the American Coal Ash Association, OG&E fly ash reuse helped avoid over three and a half million tons of CO2 emissions in the last 16 years.

## Recycled Waste\*



**Repurposed Wood**  
Poles, Spools, etc.

**482,500 lbs**



**Paper and Mixed Office Waste**

**118,110 lbs**



**Batteries**

Lead Acid, Lithium, NiMH

**6,172 lbs**



**Lamps**

**14,097 lbs**



**Scrap Metal**

**8,089,626 lbs**



**Computers**

**102,403 lbs**



**Used Oil**

Mineral & Motor Oil

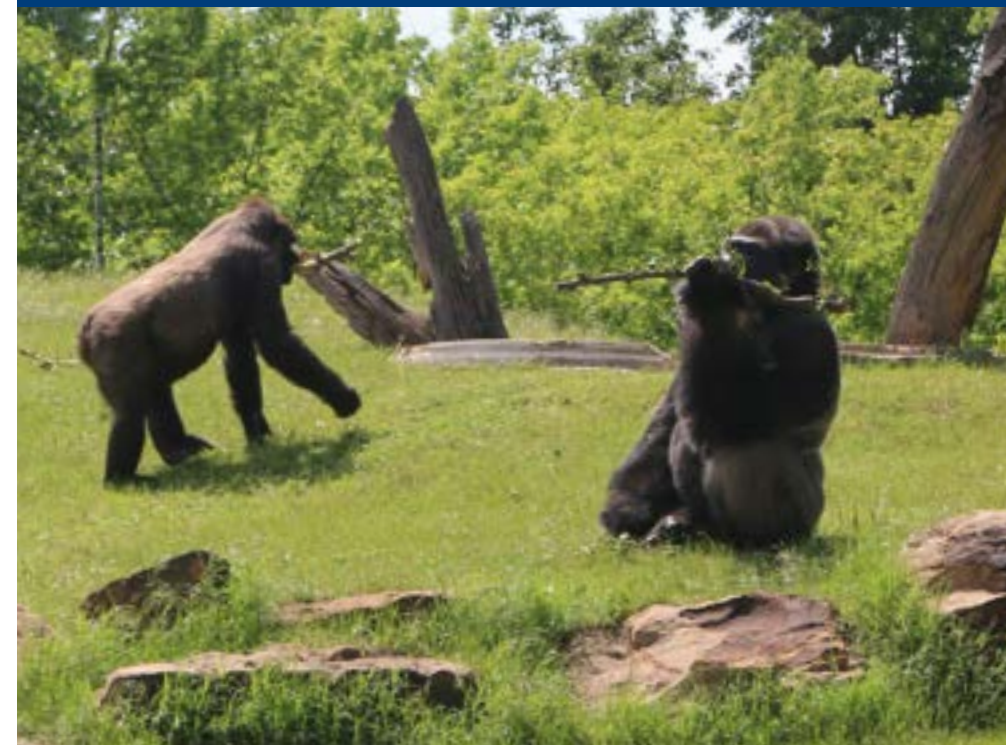
**66,300 gallons**

## OKC Zoo Browse Partnership

OG&E partners with the Oklahoma City Zoo & Botanical Gardens to energize conservation, launching multiple award-winning initiatives that protect the planet and its wildlife, including the vegetation "browse program."

Collected through regular vegetation management activities, browse and silage materials are used to provide additional food and enrichment for various species including Langur monkeys, Asian elephants, giraffes, and Western lowland gorillas.

To date, OGE Energy has made more than 258 deliveries of browse to the zoo, donating more than 3.5 million pounds of resources, which would typically have been disposed of or chipped.



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\* reported for 2023





# Corporate Governance

## MAKING DECISIONS FOR TODAY AND TOMORROW

Strong corporate governance supports our purpose to energize life for today and tomorrow and is something our Company has taken seriously since the beginning. Our life-sustaining and life-enhancing products and services enrich our communities, encourage growth, and help create a higher quality of life for our customers and communities. With this purpose comes a balanced approach to stewardship – keeping our employees and the public safe, reducing our environmental impact, strengthening, and growing our diverse communities, providing effective corporate governance, and creating stakeholder value.

### Governance Highlights

#### Focus on Shareholder Rights

All Directors are elected annually

Each common share entitled to one vote

Proxy access

Majority voting standard for Directors in uncontested elections

Directors can be removed with or without cause

No poison pill

Nominating, Corporate Governance & Stewardship Committee regularly assesses adequacy of Company's overall corporate governance framework

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# DIRECTOR SKILLS AND QUALIFICATIONS

Our diverse and experienced Board of Directors is actively involved in overseeing, reviewing, and guiding our culture of stewardship, including our environmental and social stewardship and governance strategy. Each member of our Board is elected annually by the affirmative vote of the majority of the shares of the Company’s common stock. All of the members of our Board are independent except for our CEO and President. All members of the standing committees of our Board are independent. In addition, the independent members of the Board annually appoint a lead independent director with robust duties, including reviewing and approving Board and committee agendas and presiding over executive sessions of independent directors. The independent directors hold standing executive sessions to ensure adequate independent oversight of the Board.

# BOARD DUTIES, ROLES, AND RESPONSIBILITIES

The primary mission of the Board is to advance the interests of the Company’s shareholders by creating a valuable long-term business. The directors exercise their business judgment to act in what they reasonably believe to be in the best interest of the Company and its shareholders, and may consider the impact on other stakeholders, including customers, employees, and the communities in the Company’s service area. Specifically, the Board oversees the Company’s long-term strategic plans and the Company’s risk management practices, including major strategic, financial, operational, and compliance matters.

## Board Composition

Average Tenure

**7** Years

Gender Diversity



**30%** Women

Independent Directors

**9** out of **10** Independent

Lead Director, Independent

Racial/Ethnic Diversity



**10%** Diverse

## Board of Directors



**Frank A. Bozich**  
President & CEO  
(and Director),  
Trinseo PLC



**Peter D. Clarke**  
Retired Partner,  
Jones Day



**Cathy R. Gates**  
Retired Assurance Partner,  
Ernst & Young



**David L. Hauser**  
Former Chairman & CEO,  
FairPoint Communications, Inc.



**Luther C. Kissam, IV**  
Former Chairman,  
President & CEO,  
Albemarle Corporation



**Judy R. McReynolds**  
Lead Director  
Chairman, President & CEO,  
ArcBest Corporation



**David R. Rainbolt**  
Executive Chairman,  
BancFirst Corporation



**J. Michael Sanner**  
Retired Audit Partner,  
Ernst & Young



**Sheila G. Talton**  
President & CEO,  
Gray Matter Analytics



**Sean Trauschke**  
Chairman,  
President & CEO,  
OGE Energy Corp.



## BOARD COMMITTEES DEMONSTRATE STRONG OVERSIGHT

Our Board has oversight responsibilities related to company strategy. As part of its risk oversight role, the Board delegates specific roles to its committees to help ensure risks, mitigations, and opportunities are appropriately monitored and managed.

### Corporate Responsibility and Stewardship Governance

Led by our CEO, our executive leadership team is responsible for the day-to-day operation of the Company, including the direct management of stewardship-related matters. In addition to the work of the leadership team, individual officers, reporting to the CEO, address matters related to corporate responsibility and stewardship. These leaders establish teams throughout the Company who plan and execute our business strategy, including risk management and stewardship.

### Oversight of Corporate Responsibility and Stewardship Matters

Corporate responsibility and stewardship matters are regularly reviewed and discussed by our Board and other members of leadership. These matters may be presented by internal expertise or outside experts who inform the Board and Company leadership of specific issues. The topics include, but are not limited to:

- Environmental initiatives and compliance strategy
- Review of contingency plans, including natural disasters and extreme weather
- Public policy and legislation related to stewardship matters
- Stewardship matters related to human capital, such as diversity, talent management, and safety
- Review of company risk, including climate-related risk, cybersecurity, and human capital



#### Audit Committee

- Monitors integrity of Company's financial statements and its financial reporting process
- Monitors compliance with legal and regulatory requirements
- Oversees risk management practices and discusses with management the Company's major financial risk exposures and the steps taken to monitor and control the risks, and recognize opportunities in the identified risks, including the Company's risk assessment and risk management policies and guidelines



#### Compensation Committee

- Establishes and administers the Company's policies, programs, and procedures for executive compensation
- Reviews and evaluates the impact of the Company's compensation policies and practices on its risk profile and risk management
- Oversees regulatory compliance with respect to compensation matters
- Oversees and administers the Company's Incentive Compensation Clawback Policy



#### Nominating, Corporate Governance & Stewardship Committee

- Identifies and reviews qualifications of Director candidates
- Oversees the evaluation of the Board's performance
- Develops and recommends to the Board Corporate Governance Guidelines
- Oversees succession planning
- Reviews and reports to the Board on the Company's environmental initiatives and compliance strategies
- Oversees significant contingent events, including extreme weather events and natural disasters
- Reviews and reports to the Board on the Company's corporate stewardship and corporate responsibility programs, policies, and initiatives, including sustainability, diversity, climate, and other environmental, social stewardship, and governance strategies
- Reviews and reports to the Board on the Company's cybersecurity, information security, and technology initiatives and compliance strategies.

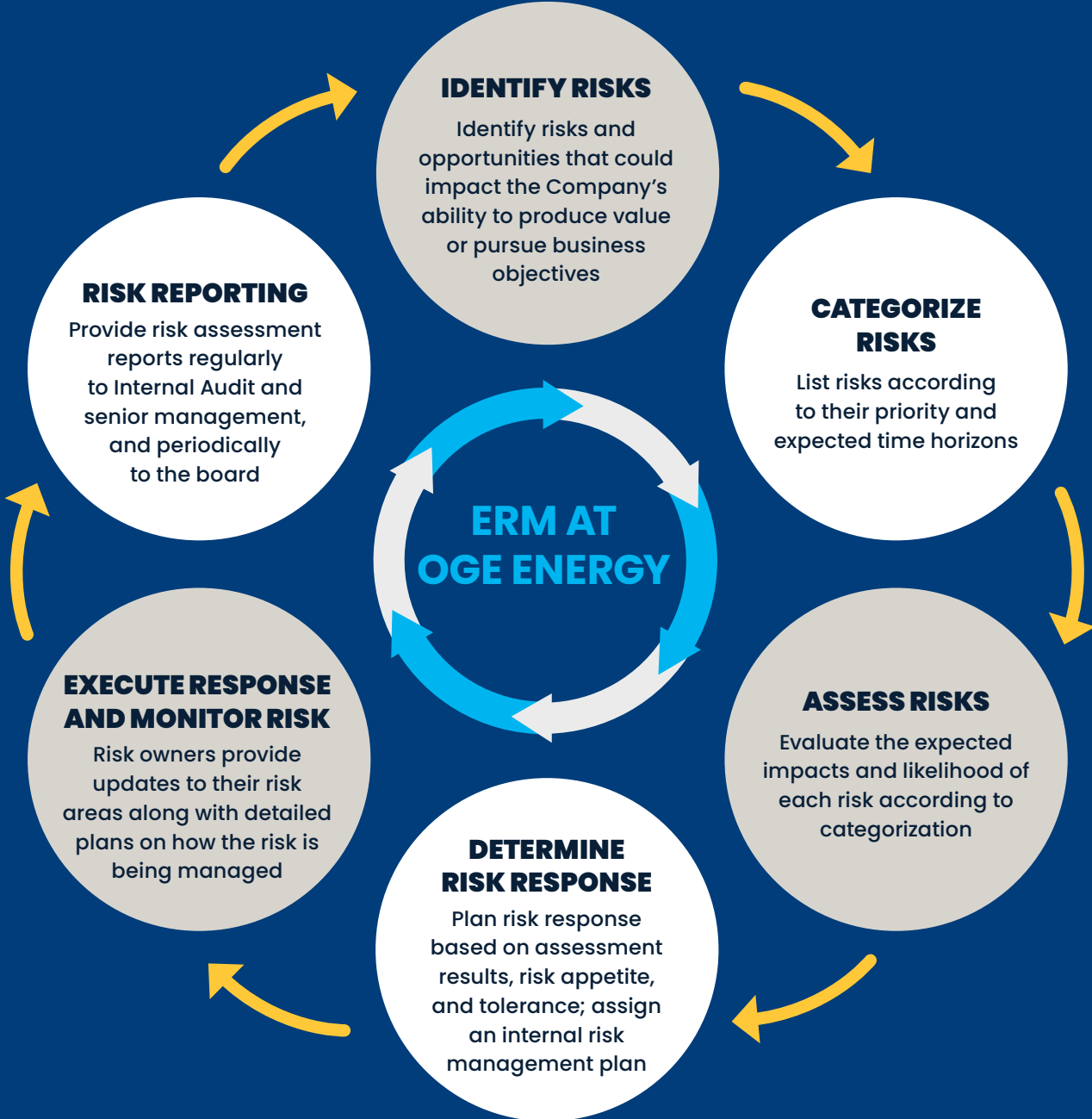


# UNDERSTANDING AND MANAGING RISK

As a vital infrastructure utility service, risk management and oversight are critical to our business. Our Enterprise Risk Management (ERM) process, which engages internal stakeholders, helps identify key internal and external business risks – those that pose potential material financial and operational risk to the Company – then supports evaluations of those risks, providing consistent assessment.

Key risks are then assessed using a methodology that includes a quantification of potential financial and operational impacts. Priority risks are assigned to internal risk owners, who are responsible for developing and updating risk management plans, which are also coordinated with our Internal Audit group for alignment with the Company’s annual audit plan.

Risk identification, assessment, and management planning are reviewed with senior leadership, the Risk Oversight Committee, and the Board’s Audit Committee. Additional discussion of the Company’s risk management and oversight related to climate is included in our [Climate Analysis TCFD Report](#) and additional discussion of the Company’s risk factors can be found in our most recent Annual Report on [Form 10-K](#).



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## ENTERPRISE SECURITY

Protecting our assets, employees, and data – including customer information – is at the core of our security strategy. We utilize a risk-based, comprehensive, defense-in depth approach, which enables us to continually evaluate enterprise-wide cyber and physical security risks.

- Our defense-in depth methodology is based on recognized cybersecurity frameworks, including
  - » U.S. Department of Energy’s Cyber Capability Maturity Model standard,
  - » National Institute of Standards and Technology (NIST) Cybersecurity Framework, and, particularly for the bulk electric system,
  - » North American Electric Reliability Corporation’s (NERC) Critical Infrastructure Protection Standards.
- In addition, our cybersecurity team regularly coordinates with industry peers, EEI, and state and federal agencies to improve our threat intelligence, situational awareness, and security practices.

We have a comprehensive cybersecurity threat detection and monitoring program for our technology and network infrastructure, which leverages various systems, processes, and operational measures to monitor, detect, and respond to cyber incidents.

We have established a security incident response plan, a business resiliency and event management framework, as well as disaster recovery mechanisms, which are tested and updated as needed to ensure we are prepared to respond to cyberattacks, data breaches, and physical security events. The exercises are intended to help us reduce the impacts of potential attacks and avoid or mitigate damage caused by a security event.

## Data Privacy

We are committed to data privacy and data governance, in particular that of our customers, partners, employees, and shareholders. Our [Data Privacy Policy](#) outlines the type of data we collect from customers and our commitment to maintaining administrative, technical, and physical safeguards designed to protect personal information against accidental, unlawful or unauthorized destruction, loss, alteration, access, disclosure, or use. We regularly review our data privacy and governance policies, practices and technologies.

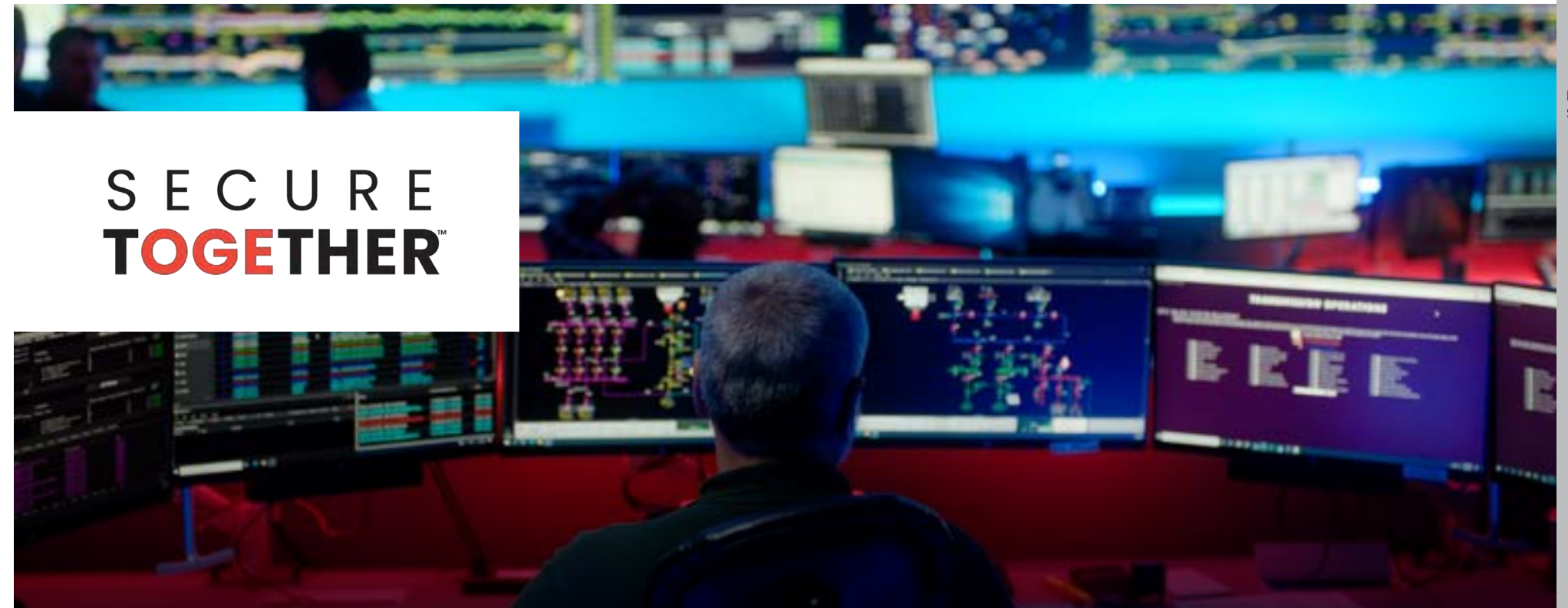
## Training

We train all our employees annually about the importance of being cyber-aware, data privacy expectations, and proper handling of confidential and customer information.

## Governance

The Board of Directors is responsible for reviewing and overseeing the major risk exposures and the risk management activities of the Company and delegates certain responsibilities to its committees. The Audit Committee has overall oversight responsibility over major financial risks, while the Nominating, Corporate Governance, and Stewardship Committee oversees our cybersecurity risk exposure and management. These Committees and the full Board of Directors are updated regularly by the Vice President of Technology, Data, and Security and the Director of Enterprise Security on cybersecurity risks and related matters, including results from audits and assessments of cybersecurity practices and systems, as well as the results of their incident response and business resiliency exercises.

For more information, read our Form 10-K discussion on [Cybersecurity](#) or our [Data Privacy Policy](#) in full on our website.





# ETHICS AND HUMAN RIGHTS

Our values, beliefs, and [Code of Ethics](#) drive every decision and action we take and help us navigate business decisions so that our actions and behaviors consistently demonstrate our commitment to integrity.

Every year, our new hires undergo Ethics Awareness training, emphasizing the importance of our values, beliefs, and Code of Ethics in shaping our decisions and actions. Subsequently, each member must annually acknowledge their understanding of and adherence to OGE Energy's Code of Ethics. This acknowledgment includes an obligation to report any violations of laws, rules, or policies they have encountered.

Company leadership regularly reviews the Code of Ethics and Supplier Code of Conduct. We recently updated the Code of Ethics to specifically define and prohibit the use of facilitation payments.

We know our suppliers contribute to our Company's success, and we seek out partners who share similar values and beliefs. Our Supplier Code of Conduct defines and communicates our standards for ethical business interactions and business relationships, ensuring their alignment with OGE Energy's values and beliefs. Each year, our suppliers are asked to review a copy of our updated Code of Ethics and Supplier Code of Conduct.

OGE Energy is committed to the protection and advancement of the human rights of all people, including our employees, customers, suppliers, members of the communities we serve, and other stakeholders, as noted in our [Human Rights Policy](#).



# STAKEHOLDER ENGAGEMENT

We actively engage with stakeholders to benefit the communities we serve in Oklahoma and Arkansas. Our team regularly connects with local, state, and federal regulators and policymakers, keeping them informed and maintaining positive communication. Community Affairs Managers, account executives, and community outreach coordinators engage with customers, employees, public officials, and investors, to assess their needs and convey them to the Company.

Our employees also engage with schools, nonprofit organizations, municipal governments, and other service organizations. Our customers are at the center of our decisions, and we communicate with them transparently through local media, social media, emails, and customer surveys, fostering better-informed decisions.

We regularly engage with our shareholders to understand their priorities and share our progress on key issues, including stewardship.

Part of our Integrated Resource Planning (IRP) process is gathering and integrating stakeholder feedback to ensure diverse perspectives in generation planning. Stakeholders typically include state agencies, regulators, the Oklahoma Corporation Commission, the Arkansas Public Service Commission, the Oklahoma and Arkansas Attorneys General offices, environmental groups like the Sierra Club and the Oklahoma Sustainability Network, business and industry groups like the Oklahoma Industrial Energy Consumers, and those with tribal interests.

For more information about our approach, see our [Stakeholder Engagement Matrix](#).



## POLITICAL ADVOCACY

We live and work in the communities we serve, and we encourage our employees and other stakeholders to participate actively in the democratic process. Energy regulation and other public policy decisions can substantially impact our customers. We actively engage with government officials at the local, state, and federal levels to encourage conversations to ensure our stakeholders' interests are considered. Engagement in the political process is always underscored by our commitment to lawfully promote open and honest interactions. We work to educate and inform public officials of the practical effects of their policy decisions and work toward legislative and regulatory outcomes that support affordable and reliable service to our customers, as well as our grid reliability initiatives.

Employees may voluntarily contribute to the employee governed OGE Energy Corp. Employees' Political Action Committee (PAC) to support candidates seeking federal or state offices aligned with our values and priorities. Contributions made by the OGE Energy PAC are nonpartisan and candidate contributions are determined by the OGE Energy PAC's steering committee.

In certain circumstances, where permitted by law, we may use corporate funds to pay dues and expenditures to tax exempt organizations and trade associations, which engage in political activities. These organizations, such as EEI, are typically referred to as 501(c)(3), 501(c)(6), and 527 entities. The Company does not contribute to, or participate in other organizations, including 501(c)(4) entities, whose primary purpose is to support candidates for elected office, political parties, PACs, or whose primary purpose is to fund political advertising, independent expenditures, or Super PACs.

For information about corporate political expenditures and contributions, see our [Public Engagement and Advocacy Report](#).

OGE ENERGY CORP. EMPLOYEES'

**PAC**

POLITICAL ACTION COMMITTEE



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# STEWARDSHIP ALIGNED COMPENSATION

The Company's annual incentive compensation is based on goals aligned with stewardship priorities including reliability, affordability, environmental impact, community and economic development, and human capital objectives such as safety. Our compensation goals are shared by every member of the company, ensuring alignment of our objectives.

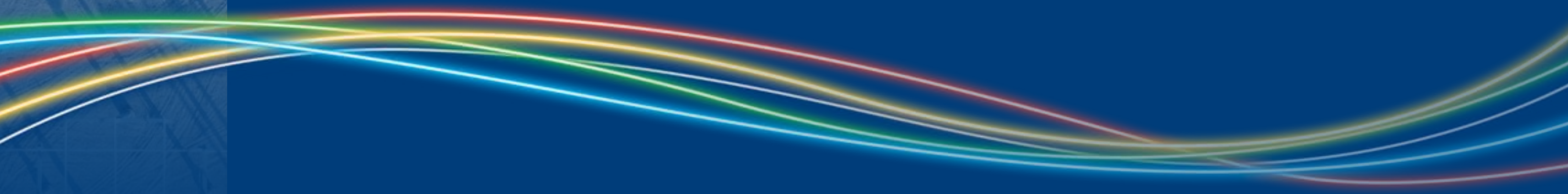
In 2023, to reinforce our commitment to environmental excellence and adherence to environmental compliance, the Company introduced a new environmental target performance goal as part of the annual incentive goals shared by all employees. The Environmental Target goal supports a workplace culture focused on environmental compliance and is based on environmental

compliance penalties and written enforcement actions issued by a regulatory agency for findings that result in an actual or potential environmental impact. Additional details related to this goal and how it fits into the annual incentive targets are available in the Company's [2024 Proxy](#).

									
	Reliability	Affordability	Environmental Impact	Products & Services	Safety	Human Capital	Economic Development	Community Impact	Governance & Risk Management
Safety	✓				✓	✓		✓	✓
Customer / Operations	Grid Reliability (SAIDI)	✓	✓	✓	✓			✓	✓
	Generation Reliability (EFOR)	✓	✓	✓	✓				✓
	Customer Satisfaction Surveys	✓	✓	✓	✓	✓	✓	✓	✓
Financial (O&M)		✓					✓	✓	✓
Environmental Compliance	✓		✓		✓			✓	✓



# Appendix



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TOPIC	CODE	Accounting Metric	Response
Greenhouse Gas Emissions & Energy Resource Planning	IF-EU-110a.1	1) Gross global Scope 1 (metric tonnes (MT) CO2e) 2) Percent covered under emissions - limiting regulations 3) Percent covered under emissions - reporting regulations	1) 9,062,180 (metric tonnes (MT) CO2e) 2) 4% 3) 99%
	IF-EU-110a.2	Greenhouse gas (GHG) emissions associated with power deliveries (MT CO2e)	<a href="#">OG&amp;E EEI ESG Template 2023 (Section 5.3)</a>
	IF-EU-110a.3	Discussion of long-term and short term strategy or plan to manage Scope 1 emissions, emission reduction targets, and an analysis of performance against those targets	<a href="#">OGE's Climate Analysis TCFD Report</a>
	IF-EU-110a.4	1) Number of customers served in markets subject to renewable portfolio standards (RPS) 2) Percentage fulfillment of RPS target by market	1) None 2) NA
Air Quality	IF-EU-120a.1	1) NO <sub>x</sub> MT 2) SO <sub>x</sub> MT 3) PM <sub>10</sub> MT 4) Pb MT 5) Hg MT 6) VOC	<a href="#">OG&amp;E EEI ESG Template 2023 (Section 6)</a>
Water Management	IF-EU-140a.1	1) Total fresh water withdrawn (thousands of cubic meters), percent high or extremely high baseline water stress 2) Total fresh water consumed (thousands of cubic meters), percent high or extremely high baseline water stress	1) 2,220,792; (footnote 2); zero 2) 8,315 (footnote 2); zero
	IF-EU-140a.2	Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	4
	IF-EU-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	<a href="#">OG&amp;E Corporate Stewardship Report 2023 (Page 34)</a>

TOPIC	CODE	Accounting Metric	Response
Coal Ash Management	IF-EU-150a.1	Amount of CCR generated MT, percent recycled	<a href="#">OG&amp;E EEI ESG Template 2023 (Section 9)</a>
	IF-EU-150a.2	Total number of CCR impoundments, broken down by hazard potential classification and structural integrity assessment	None; NA
Energy Affordability	IF-EU-240a.1	1) Average retail electric rate residential: cents/kWh	1) Oklahoma 12.34 Arkansas 12.12
		2) Average retail electric rate commercial: cents/kWh	2) Oklahoma 9.43 Arkansas 10.18
		3) Average retail electric rate industrial: cents/kWh	3) Oklahoma 6.40 Arkansas 7.53
Energy Affordability	IF-EU-240a.2	1) Typical monthly bill for residential 500 kWh	1) Oklahoma \$77.92 Arkansas \$79.12
		2) Typical monthly bill for residential 1,000 kWh	2) Oklahoma \$142.53 Arkansas \$145.89
	IF-EU-240a.4	Discussion of impact of external factors on customer affordability of electricity, including the economic conditions of the service territory	<a href="#">OG&amp;E Energy Corp. 10-K for fiscal year ending Dec 31, 2023 (Economic Conditions)</a>
Workforce Health & Safety	IF-EU-320a.1	1) Total recordable incident rate (TRIR) 2) Fatality rate	<a href="#">OG&amp;E EEI ESG Template 2023 (Section 7.5)</a>
End-Use Efficiency & Demand Response	IF-EU-420a.1	Percent of electric utility revenues from rate structures that	
		1) Are decoupled and 2) Contain a lost revenue adjustment mechanism (LRAM)	1) 0% 2) < 1%
	IF-EU-420a.2	Percent of MWh of electric load served by smart grid technology	<a href="#">OG&amp;E EEI ESG Template 2023 (Section 3)</a>
	IF-EU-420a.3	Customer electricity savings from efficiency measures (MWh)	<a href="#">OG&amp;E EEI ESG Template 2021 (Section 3)</a>



TOPIC	CODE	Accounting Metric	Response
Grid Resilience	IF-EU-550a.2	1) SAIDI	1) 133.66
		2) SAIFI	2) 0.93
		3) CAIDI	3) 143.33
Activity Metric	IF-EU-000.A	1) Number of residential customers	<b>OGE Energy Corp. 10-K for fiscal year ending Dec 31, 2023 (Actual Number of Electric Customers)</b>
		2) Number of commercial customers	
		3) Number of industrial customers	
		4) Number of oilfield customers	
		5) Number of public authority and street lights	
IF-EU-000.B	1) Total electricity delivered residential: MWh (in millions)	<b>OGE Energy Corp. 10-K for fiscal year ending Dec 31, 2023 (Electric Energy Sold)</b>	
	2) Total electricity delivered commercial: MWh (in millions)		
	3) Total electricity delivered industrial: MWh (in millions)		
	4) Total electricity delivered oilfield: MWh (in millions)		
	5) Total electricity delivered public authority and street lights: MWh (in millions)		
IF-EU-000.C	1) Length of transmission lines (km)	1) 8,940	
	2) Length of distribution lines (km)	2) 78,031	
IF-EU-000.D	1) Total electricity generated MW (net of station use)	<b>OGE Energy Corp. 10-K for fiscal year ending Dec 31, 2023 (Generation)</b>	
	2) Percent in regulated markets		
IF-EU-000.E	1) Percent coal	<b>OGE Energy Corp. 10-K for fiscal year ending Dec 31, 2023 (Fuel Supply and Generation)</b>	
	2) Percent natural gas		
	3) Percent renewables (wind and solar)		
IF-EU-000.E	Total wholesale electricity purchased MWh	<b>OGE Energy Corp. 10-K for fiscal year ending Dec 31, 2023 (Electric Energy Purchased)</b>	

**Footnotes**

- 1) Scope 1 emissions reflect 100% owned and operated including 100% share for units McClain and Redbud
- 2) Data reflects fresh water withdrawal and consumption only and excludes waste water used in our processes. Total withdrawal of all water is 2.229 billion cu meters from all sources including fresh and waste water withdrawals of which 0.3% is municipal effluent. Total consumption of water (fresh and other sources) is 14.584 MM cu meter of which over 40 percent is municipal effluent.
- 3) Edison Electric Institute Report "Typical Bills and Average Rates Report Summer 2023" - 12 months ending 06/31/2023
- 4) Edison Electric Institute Report "Typical Bills and Average Rates Report Summer 2023" - 12 months ending 06/31/2023
- 5) SAIDI, SAIFI, CAIDI - exclusive of Major Event Days - as reported to Oklahoma Corporation Commission and Arkansas Public Service Commission



## OG&E's GHG Emissions Breakdown (MTCO<sub>2</sub>e)

Emissions Scope	2021	2022	2023	Notes/Comments
<b>Scope 1 - Total</b> <sup>1</sup>	12,623,094	10,004,682	9,079,252	Scope 1 emissions are generally defined in the GHG Protocols to include direct GHG emissions that occur from sources that are controlled or owned by an organization.
Scope 1 - Electric Generation	12,526,200	9,957,848	9,016,945	The vast majority of OGE Scope 1 emissions consist of monitored CO <sub>2</sub> emissions from all our owned and operated power plants, including 100% of the McClain and Redbud plants where OG&E is the operating partner. OG&E power plants continuously monitor emissions while meeting EPA's stringent accuracy and quality assurance requirements to collect complete, high-quality data. Line losses from the OG&E T&D system are captured as part of the Company's Scope 1 generation emissions as the Company generates electricity to cover the line losses. Additionally, electricity used for the Company's business operations within our service area is included in Scope 1.
<b>Scope 1 - Other</b> <sup>2</sup>				Scope 1 emissions include fugitive sulfur hexafluoride (SF6) emissions as reported to EPA, as well as emissions from vehicles estimated from internal mileage and fuel consumption records and standard carbon emission factors for such sources.
SF6	63,169	10,759	23,738	
Vehicles	8,667	9,423	10,287	
<b>Scope 2</b>				Scope 2 emissions are generally defined in the GHG protocols to include indirect GHG emissions associated with the purchase and acquisition of energy for use by the organization.  OGE is continuing to work collaboratively with industry peers and experts on technically sound approaches to address estimation inaccuracies when evaluating Scope 2 GHGs.
Scope 2 - Location Based	---	410	385	For OGE, this includes power purchased outside our operational boundaries for a few facilities where the electricity sale originates outside of the OG&E service area. This is considered an indirect Scope 2 GHG emission because another utility company provides the energy. Emissions were estimated using actual kWh purchases and EPA eGRID emissions factors for SPP South. Line losses related to SPP Market purchases for resale are included in Scope 3 as sufficient power is purchased from the market is to cover line losses en route to end use customers.
<b>Scope 3</b>				Scope 3 emissions are generally defined in the GHG Protocols to include emissions resulting from activities or assets not owned or controlled by the reporting organization but that are produced indirectly through its value chain. OGE recognizes that numerous stakeholders have a growing desire for companies to quantify and address Scope 3 GHG emissions. However, there remain quantification challenges when accounting for value chain GHGs because the current estimating methods are based on voluntary protocols and general guidelines only. In addition, there remains a lack of clarity on complex technical issues as well as important considerations related to data availability, accessibility, and accuracy. Finally, there is significant potential for double counting of GHG emissions between companies when doing Scope 3 GHG emissions estimates.
Scope 3 Category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)	5,782,563	8,621,264	8,094,718	OGE Scope 3 emissions include only those indirect emissions associated with power purchased from the SPP Integrated Market for resale and delivery to our customers as reported on the OGE Energy Corp SEC form 10-K. The associated carbon emissions factor used is EPA's most current eGRID emissions factor for the SPP south region applied to purchased electricity. For electric utilities such as OGE, implied emissions from line losses related to power purchased for resale are included since purchases reflect a gross up amount to account for line losses. Our reported number does not include upstream emissions associated with purchased fuel for power generation.






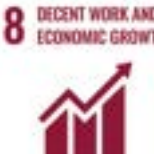
### Footnotes

- 1) Scope 1 Total also includes a minimal amount of emissions from refrigerants lost during equipment repair and smaller ancillary combustion sources that operate infrequently such as emergency firefighting equipment. Therefore the three Scope 1 categories listed may not add up to Scope 1 Total.
- 2) Note that 2021 Scope 2 emissions are not provided as our methodology has been updated in recent years. OGE has only location-based Scope 2 emissions.

# United Nations Sustainable Development Goal Alignment

OG&E aligns our stewardship focus areas with the U.N. Sustainable Development Goals (SDGs) through our company's sustainability initiatives. The table below lists the SDGs and their impact.



Impact and SDGs	Company Initiatives
 <p><b>Good Health and Well Being</b> <i>Ensure healthy lives and promote well being for all ages</i></p>	<p>Safety Performance Total Rewards Emergency Preparedness and Public Safety</p>
 <p><b>Quality Education</b> <i>Ensure inclusive and equitable quality education and lifelong learning</i></p>	<p>Foundation Giving/ Volunteerism/ Community OKCPS Foundation Partnership Talent Development</p>
 <p><b>Gender Equality</b> <i>Achieve gender equality and empower all women and girls</i></p>	<p>Workforce Demographics – Staff and Board Women’s MRG</p>
 <p><b>Clean Water and Sanitation</b> <i>Ensure available and sustainable management of water and sanitation for all</i></p>	<p>Water Management</p>
 <p><b>Affordable and Cleaner Energy</b> <i>Ensure access to affordable, reliable, sustainable, and modern energy for all</i></p>	<p>Integrated Resource Plan Reliability Investments IIJA grants Investment in Energy Impact Partners Energy Efficiency and Demand Response Economic Development SPP Market and Renewables Investments</p>
 <p><b>Decent Work and Economic Growth</b> <i>Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all</i></p>	<p>Economic Development Supplier Diversity Workforce Development</p>

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# United Nations Sustainable Development Goal Alignment

Impact and SDGs	Company Initiatives
 <p><b>9 Industry, Innovation and Infrastructure</b> Build resilient infrastructure to promote inclusive and sustainable industrialization and foster innovation</p>	<p>Investment in Energy Impact Partners Telecoms Investment Partnership Reliability and Resilience Investments Water Management Innovation Supplier Diversity IIJA Grants Partnerships with Local Research Institutions</p>
 <p><b>11 Sustainable Cities and Communities</b> Make cities and human settlements inclusive, safe, resilient, and sustainable</p>	<p>Cybersecurity Energy Efficiency and Demand Response</p>
 <p><b>12 Responsible Consumption and Production</b> Ensure sustainable consumption and production patterns</p>	<p>Recycling and Reuse Water Management</p>
 <p><b>13 Climate Action</b> Take urgent action to combat climate change and its impacts</p>	<p>Integrated Resource Planning Climate Analysis TCFD Report</p>
 <p><b>14 Life Below Water</b> Conserve and sustainably use the oceans, seas, and marine resources for sustainable development</p>	<p>Water Management Volunteerism</p>
 <p><b>15 Life on Land</b> Protect, restore, and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification and halt/reverse land degradation, and halt biodiversity loss</p>	<p>Biodiversity Initiatives OGE Foundation Giving Volunteerism</p>

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## FORWARD-LOOKING STATEMENTS

Some of the matters discussed in this report may contain forward-looking statements that are subject to certain risks, uncertainties, and assumptions. Such forward-looking statements are intended to be identified in this document by the words “anticipate,” “believe,” “estimate,” “expect,” “intend,” “objective,” “plan,” “possible,” “potential,” “project,” “target,” and similar expressions. Actual results may vary materially. Factors that could cause actual results to differ materially include, but are not limited to: prices and availability of electricity, coal and natural gas; competitive factors, including the extent and timing of the entry of additional competition in the markets served by the Company; social attitudes regarding the electric utility and power industries; the impact on demand for services resulting from cost competitive advances in technology, such as distributed electricity generation and customer energy efficiency programs; technological developments, changing markets and other factors that result in competitive disadvantages and create the potential for impairment of existing assets; unanticipated changes to fossil fuel, natural gas, or coal supply costs or availability due to higher demand, shortages, transportation problems or other developments; electric transmission or gas pipeline system constraints; availability and prices of raw materials and equipment for current and future construction projects; federal or state legislation and regulatory decisions and initiatives that affect cost and investment recovery, have an impact on rate structures, or affect the speed and degree to which competition enters the Company’s markets; environmental laws, safety laws, or other regulations that may impact the cost of operations or restrict or change the way the Company’s facilities are operated; and other risk factors listed in the reports filed by the Company with the Securities and Exchange Commission including those listed in Risk Factors in the Company’s Annual Report on Form 10-K.

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