



Stewardship Report 2024

OGE[®]
OGE Energy Corp.

An aerial photograph of a large-scale solar farm, showing rows of photovoltaic panels stretching across a landscape. The image is used as a background for the report's title page and sidebar.

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Who We Are

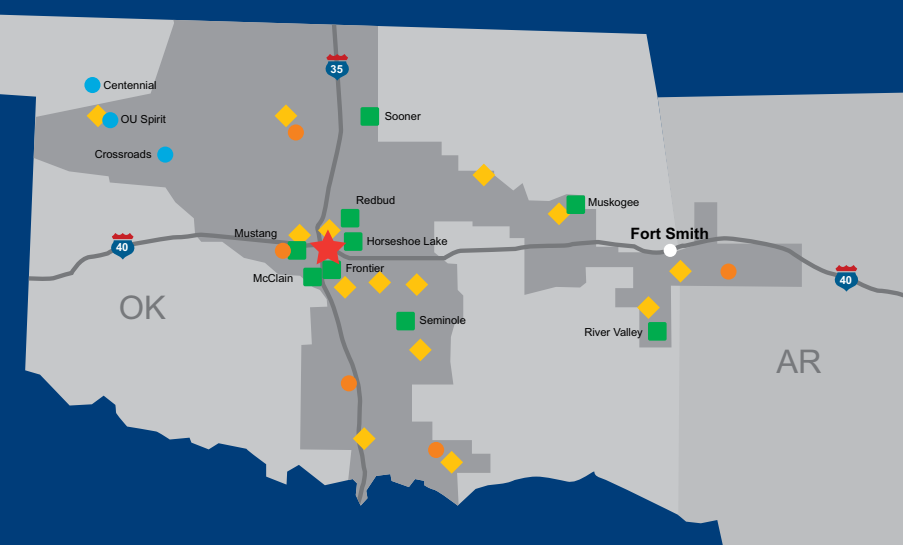
ABOUT OGE ENERGY CORP.

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 also 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 lowest 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.

- Service Centers
- Headquarters, OKC
- Power Plants
- Wind Farms
- Solar Farms



Servicing approximately **910,000 customers**



2,291 full-time employees year end 2024



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



6,921 megawatts of generation capacity, including **9 power plants**, **3 wind farms**, and **6 solar farms**



Sustained 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 2024 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, and reporting based on the Sustainability Accounting Standards Board (SASB) standards. Additional voluntary reporting includes our Public Engagement and Advocacy Report. 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, with the ISSB’s inaugural standards IFRS S1 and IFRS S2. We also disclose information related to stewardship topic areas including climate, cybersecurity, and human capital as required by the SEC. 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	Clean 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

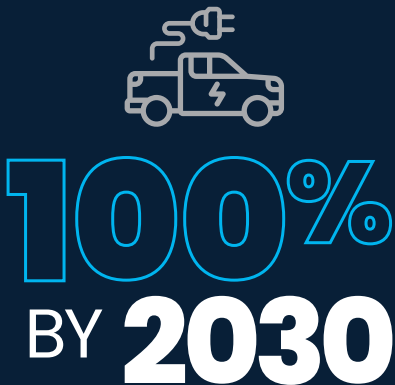
Progress on reducing emissions*

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

*Emissions reductions 2005 to 2024. 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**

COMMUNITY IMPACT

America's Best-In-State Employers

Named as one of the Best-in-State Employers in Oklahoma as part of **Forbes 2024 America's Best-In-State Employers**



\$96M IN ANNUAL PROPERTY TAXES SUPPORTING LOCAL COMMUNITIES

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

\$16M IN DONATIONS

Since 2021, we've supported over 365 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 \$121M SINCE 2021

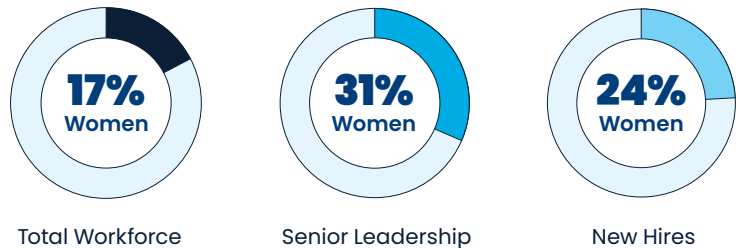
Customer assistance dollars in partnership with social services agencies, nonprofit assistance groups, and state and federal agencies to support the most vulnerable populations.

Supported 119 new or expansion economic development projects since 2021 that attracted over 17,200 jobs and represented over \$9.9 billion in investments.



Employee Demographics

Gender



Race & Ethnicity



Generational Diversity



Reduced our OSHA Total Recordable Incident Rate by more than 78%, with the last nine years being the safest in our history.

S.E.E. Safety Performance Award
Named #1 in safety performance amongst the **Southeast Electric Exchange (SEE).**



Letter from our CEO

SEAN TRAUSCHKE

At OGE Energy, our purpose – ***We Energize Life*** – remains the heartbeat of everything we do.

Since opening our doors in 1902, we’ve worked with purpose and passion to do more than deliver electricity. We energize and support the communities we serve to make tomorrow even better than today.

For more than 123 years, we’ve remained a trusted partner across Oklahoma and western Arkansas, helping our communities grow and thrive. Our nearly 910,000 customers count on us for reliable energy that’s dependable, while we remain focused on keeping our costs as low as possible.

Our business is complex, and delivering on our mission requires strong alignment across the teams and priorities that drive us forward. We believe our strength is rooted in the strength of our communities. By maintaining a sharp focus on innovation, we continue to offer some of the lowest energy rates in the country—an essential driver of economic development in our region. Since 2021, our economic development and business partnerships have helped launch 119 new projects, generating over 17,200 local jobs and drawing more than \$9.9 billion in outside investment, underscoring our role in driving community growth and opportunity.

We are committed to meeting our customers’ evolving needs while keeping costs low. Through **strategic investments** and decades of experience navigating a dynamic energy landscape, we continue to provide **reliable, affordable energy**—both today and for generations to come. With deep expertise in complex environments, we are well positioned to support growing demand and deliver **some of the most competitive rates in the nation**, now and into the future.

We prioritize our employees because their well-being directly supports our ability to serve customers. Time and time again, our employees reflect that our shared values and beliefs drive a culture of excellence. We continue to invest in workforce development through various programs that help build the talent and dedication needed to advance our mission.

Supporting our communities is at the heart of who we are. Since 2021, we’ve contributed over \$16 million to local nonprofits and initiatives focused on education, arts and culture, and human services. Our employees also give their time and talents generously, helping to strengthen the communities we call home.

Our commitment to environmental stewardship is equally strong. Since 2005, we’ve cut carbon emissions by approximately 60%, exceeding national benchmarks. We’re investing in innovative, sustainable solutions that serve our customers and the planet, while maintaining the reliability our communities depend on.

As we look ahead, I’m filled with optimism. The next 123 years hold extraordinary promise for our Company, customers, and communities. With a strong sense of who we are and what we stand for, our dedicated team of 2,291 employees continues to make a difference. Through community care and ongoing innovation, we’re shaping a grid that’s ready for what’s next and built to serve the communities we call home. Shoulder to shoulder, we’ll continue growing stronger and reaching new milestones **TOGETHER™**.

I invite you to explore this report and learn more about how OG&E contributes to building a brighter, more sustainable future.

Sincerely,

Sean Trauschke

Chairman, President, and Chief Executive Officer



Community Impact

INVESTING IN OUR COMMUNITIES



Economy

- Grow 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
- Improve reliability



Community

- Community outreach and volunteerism
- Support for education, social services, arts and culture
- Build local partnerships to strengthen communities

OGE Energy calls Oklahoma and western Arkansas home, and our employees live in communities alongside our customers and stakeholders. Our employees (internally called “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, investments, our processes, experiences, and touchpoints.

To help improve the customer experience, we regularly ask customers to provide feedback to us through surveys and interviews. That feedback informs our plans for the future and helps us build systems and create ways for customers to do business with us on their terms.

Providing our customers with life-sustaining and life-enhancing products and services drives our Company forward. Meeting customers’ demand for reliable and affordable electricity, strengthening the energy grid, and growing our communities are the commitments we live by every day.

POWERING LOCAL PROSPERITY

OG&E’s Economic Development team works hand-in-hand with communities to foster sustainable growth across Oklahoma and western Arkansas. Our approach is rooted in partnership, data-driven strategy, and a commitment to long-term impact.

Over the past four years, our efforts have helped launch 119 new projects, resulting approximately 17,000 new jobs, as well as more than \$9.9 billion in outside investment. These projects help contribute to energy demand growth, which has been very strong, averaging approximately 4% per year, from 2020 to 2024. We support community economic growth through five key pillars: investment attraction, data and research services, strategic planning, education, and technical assistance.

OG&E plays a national leadership role in economic development by engaging with key organizations such as the Utility Economic Development Association, International Economic Development Council, American Planning Association, and Southern Economic Development Council. Through these partnerships, our economic development team helps shape the field by introducing innovative programs and practical approaches that drive local progress and well-planned growth.

Economic Impact

OG&E’s workforce drives an estimated **\$11 billion** in annual impact in our service area, fueling economic growth, prosperity, and jobs.

Capital Investments
\$4.1 billion
(2021-2024)

Ad Valorem Taxes*
~\$96 million
Largest ad valorem taxpayer (centrally assessed) in Oklahoma supporting local schools and communities

New Electric Demand | **Over 736** Megawatts

Economic Development
(2021-2024)

Projects
119

Investment
\$9.9 billion

Over 17,200
Jobs

* Represents 2024 for Oklahoma and Arkansas
Economic Impact represents the direct, indirect, and induced impact of OGE Energy salaries and benefits based on IMPLAN analysis.

SUPPORTING COMMUNITIES THROUGH ECONOMIC DEVELOPMENT

Investment Attraction

- Provided infrastructure data for 27 sites through the Oklahoma Sites Program, supporting informed investment decisions.
- Joined 10 site visits and responded to 66 RFPs for new projects, advancing new project opportunities across the region.

Data and Research Services

- Delivered nearly 2,000 custom data reports to communities reflecting significant growth in our reporting capabilities.
- Provided impact analyses and critical data to guide strategic economic investment and community decisions.

Strategic Planning

- Led Shawnee, Oklahoma’s Community Economic Development Assessment, delivering insights to guide sustainable growth.
- Facilitated Southern Oklahoma Development Association’s (SODA) five-year Comprehensive Economic Development Strategy (CEDS), unlocking federal funding opportunities, and driving regional impact.

“When the SODA started to develop its five-year regional economic development strategy, we asked OG&E’s economic development team to lead our team of economic development and workforce professionals through this planning process. Their guidance and leadership enabled SODA to prepare a relevant and comprehensive regional plan that serves as a strategic guide for all the planning and development activities that SODA undertakes for its 80-member jurisdictions in rural southern Oklahoma.”

Dr. Steve Mills
Executive Director, Southern Oklahoma Development Association



“As the City Manager of Crescent, Oklahoma, I began the OG&E economic development course with a narrow focus on retail... By the end of the course, I gained a new, strategic perspective on the economic engines that can drive real, lasting results in rural Oklahoma.”

Ryan Wallace
City Manager, Crescent (ED 101 2024 Graduate)

Building Economic Leadership

- Launched Economic Development 101 Training for elected officials and stakeholders.
- Introduced key concepts like funding, incentives, and strategic planning to empower informed decision making.
- 14 graduates gained strategic insight into rural economic engines, strengthening local leadership and long-term community growth.

COMMUNITY AFFAIRS: STRENGTHENING LOCAL PARTNERSHIPS

OG&E’s Community Affairs Managers serve as trusted local liaisons across 11 regions within OG&E’s service area, building strong relationships with municipal leaders, chambers of commerce, and civic organizations. As the face of OG&E in the communities we serve, they help ensure our presence is responsive, informed, and aligned with local priorities.

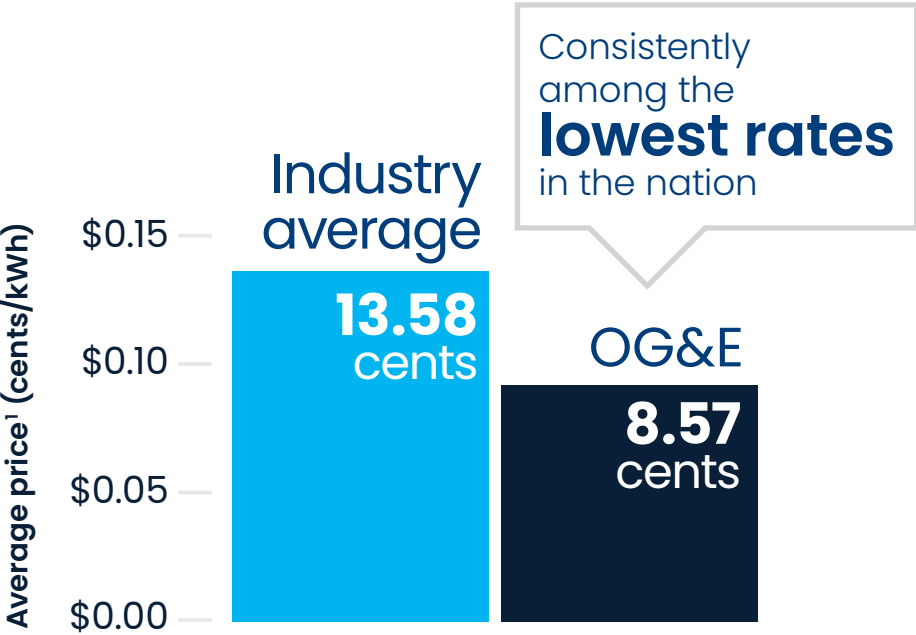
Working closely with the Economic Development team, they provide communities with access to data, strategic guidance, and technical expertise. This collaboration supports long-term planning and helps communities prepare for new opportunities and sustainable growth.

Throughout the year, Community Affairs Managers contribute to local policy discussions, support development initiatives, lead community feedback sessions, and assist with emergency response and storm recovery. Their on-the-ground insight helps shape company decisions and ensures communities are equipped to thrive.



SERVING OUR CUSTOMERS

OG&E’s rates continue to be among the lowest in the country, allowing us to provide our customers with reliable energy at low costs. The Company helps everyone in our service area gain and maintain access to the energy they need to power their lives. By developing rates and programs based on customer feedback, the organization helps people manage their energy usage and monthly bills —addressing the need to support families with low-income and seniors based on their unique needs.



¹S&P Global Market Intelligence Ultimate Rankings of 2024 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 our reliable electric service to live their lives and run their 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 support our most vulnerable customers who need help paying their electric bills. These efforts, including some of our own programs, have helped provide nearly \$1.4 million in support for low-income and other customers since 2021.

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

- **Silver Energy Discount** – Oklahoma seniors (65+) on SmartHours® plans receive \$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. In 2024, we offered increased savings by increasing our annual Silver Energy discount to \$85 per year. 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 22,000 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, Regional Food Bank partnership helps distribute energy-efficient light bulbs

Our partnership with the Regional Food Bank helps distribute energy-saving LED light bulbs to households with food insecurity across our service area. OG&E volunteers prepared LED boxes including energy efficiency tips to help residents reduce their energy costs. In 2024, we added power strips and aerosol foam sealant totaling more than \$25 million in kWh savings across Oklahoma and western Arkansas.

Energy Efficiency Programs

OG&E offers a range of energy-saving solutions for homes and businesses. From smart thermostats and HVAC tune-ups to lighting upgrades and insulation, our programs help customers reduce energy use and lower monthly bills. Whether you’re a homeowner, renter, school, or small business, we provide tools and incentives to make efficiency easy and affordable.

- **Residential Energy Efficiency Program:** Offers no-cost home upgrades—like insulation, air sealing, and smart thermostats—to help residential customers improve comfort and reduce energy waste.
- **Business Energy Efficiency Program:** Delivers customized energy-saving solutions for schools, small businesses, and industrial facilities, helping them cut costs and operate more efficiently.



Demand Response

SmartHours gives customers the power to save by shifting energy use outside of peak hours. With flexible pricing and digital tools, participants can take control of their energy habits and reduce costs—especially during hot summer months. It’s a simple way to save money and support a more efficient grid.

Customer feedback from our 2024 End of Season SmartHours Survey, highlights how the program positively impacts them:

SmartHours has saved me money and is really a simple way of making us aware of our usage.

I have had NO problems with SmartHours. As someone who makes a low income working in education, I appreciate the help and tracking of my energy costs, so I can save money!

I have never had an electric company offer ways to keep your usage cost down and I’ve lived in several states. You are the best, and I am so appreciative.

SmartHours works great in keeping my cost down during the hot summer months. Thank you.

I like SmartHours. It gives an individual an opportunity to save money and power. It also gives you the freedom of how much you want to participate.

Energy Insights

Energy Insights gives customers a clearer view of how they use energy at home—right down to individual appliances like heating, cooling, and laundry. Using smart meter data and AI technology, these tools offer personalized recommendations that help customers make informed choices about their energy use and manage their bills with confidence. Energy Insights means more accurate personalized tips tailored to our customers’ energy use and opportunities to save on their bills.

Pricing Options

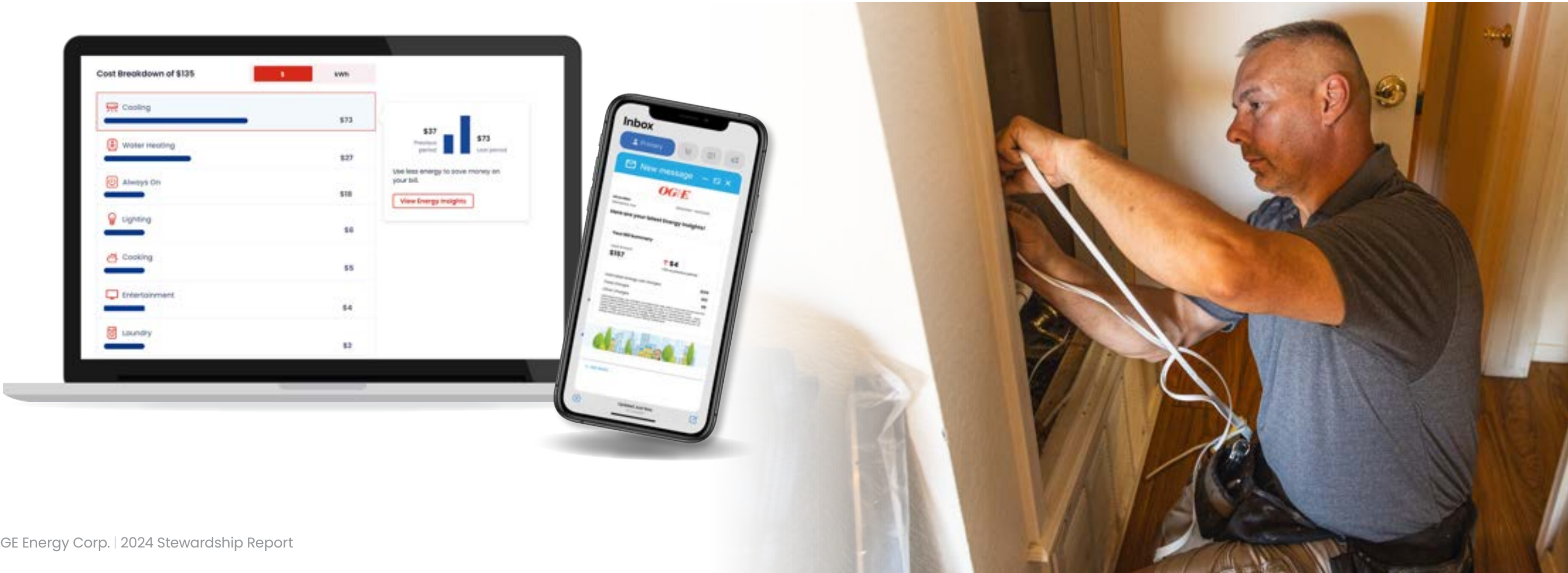
We offer billing plans that help customers manage their monthly energy costs:

- **Average Monthly Billing (AMB)**, known as Levelized Billing in Arkansas, smooths out seasonal highs and lows for more predictable bills.
- **Guaranteed Flat Bill (GFB)** locks in a fixed monthly rate for a full year—no surprises, no spikes.

These options give customers peace of mind and budgeting confidence.

Weatherization

Our no-cost weatherization services help income-qualified customers make their homes more energy efficient. Services may include insulation, air sealing, duct repair, and LED lighting. These upgrades improve comfort, reduce energy waste, and help lower utility bills—all at no cost to eligible households.



Delivering Exceptional 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. 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. Customers utilizing the app have made more than **496,000 payments** and reported more than **45,600 outages**.

Customers have also expressed the need for easy communication during outages and timely updates on power restoration. We continue investing in technologies like our outage notifications, website, and automated voice systems to meet these needs. As a result, more than **605,000 customers** received outage notifications.

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



Who We Are

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Big Orange Brings the Power Back—Near and Far

Mutual assistance is a voluntary, nationwide program that enables electric companies to support one another in restoring power after major outages. OG&E’s electric line crews serve with distinction, known across the country for their safety, speed, and professionalism.

In 2024 alone, OG&E deployed crews on five mutual assistance missions across the southern U.S., answering the call to help communities recover from hurricanes, severe storms, and widespread outages.



- **May:** A team of 100 lineworkers and support teams traveled to Houston, Texas, to assist CenterPoint Energy after powerful storms left nearly 922,000 customers without power. Crews worked 16-hour days to clear debris and restore electricity in Baytown and Katy.
- **July:** Following Hurricane Beryl, 105 OG&E personnel spent nearly two weeks in Sugar Land, Barrett, Baytown, and Angleton, Texas. Despite extreme heat and structural damage, crews re-energized approximately 1,500 customers per day.
- **September:** After Hurricane Francine struck Louisiana, 150 OG&E team members restored power to more than 15,000 customers across four parishes in just five days.
- **October:** OG&E crews deployed to Georgia to support recovery from Hurricane Helene, navigating flooding and road closures to restore power. As they returned home, another team was dispatched to Florida ahead of Hurricane Milton.
- **Late October:** More than 100 OG&E lineworkers and support staff spent a week in Florida helping rebuild the grid after Hurricane Milton. Crews worked in Sarasota and Largo, clearing roads and restoring power to thousands of homes and businesses.

“These deployments reflect OG&E’s deep commitment to service—whether at home or across state lines,” said Sean Trauschke, Chairman, President, and CEO of OGE Energy Corp., “This award reflects our team’s dedication and skill in safely and quickly restoring power for our customers and our neighbors”.

Since 1999, OG&E has received the Edison Electric Institute’s (EEI) Emergency Response Award 11 times, including most recently in 2024, recognizing our team’s outstanding restoration work following a devastating wind and thunderstorm event in Oklahoma.



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COMMUNITY IMPACT

Supporting Local Communities

We want communities where we live, work, and play to thrive and prosper. Since 1902, our partnerships with local organizations have made a difference in the lives of our customers and the communities we serve.

Giving 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.



CELEBRATING OUR RETIREES

Our nearly 2,600 active retirees continue to embody the spirit of dedication and community service that defines our company.

Each year, the annual retiree luncheon becomes a heartwarming reunion, celebrating the dedication and contributions of those who have powered the company and communities for years. Their legacy of commitment and service continues to inspire and energize us all.



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 serve on more than **230 committees and boards**.



Contributed more than **\$16 million in donations** between 2023 and 2024 through OGE and the OGE Energy Corp. Foundation to support more than 365 programs, organizations, and institutions that enhance the quality of life and economic well-being of our communities



Awarded **scholarships** of up to **\$5,000 per year** for **students from under-represented communities** pursuing STEM disciplines at Oklahoma State University



Partnership
Spotlight

Thunder Community Courts



Our partnership with the Oklahoma City Thunder provides a place for kids and families to enjoy time outside by staying active on a court. We are working with Thunder Foundation to refurbish and re-energize 30 community basketball courts in parks and schools across the state. The courts serve as catalysts for youth programs and community gatherings. Through its community initiatives, the Oklahoma City Thunder champions education, health and wellness, workforce development, and essential needs.



Arcadia Conservation Archery Range

The Oklahoma Department of Wildlife Conservation (ODWC) manages Oklahoma’s fish and wildlife resources and habitat. We joined forces with ODWC to construct a family-friendly archery range at the Arcadia Conservation Education Area. This new range is set to be constructed as part of our shared commitment to conservation, outdoor recreation, and thoughtful care for the environment. Once complete, it will leave a lasting mark on the community.



Energizing Senior Citizens

Each year, we connect with older adults across Oklahoma through events that promote wellness, energy savings, and connection. From sharing energy efficiency tips at Senior Day at the Oklahoma State Fair to sponsoring and stepping onto the dance floor for the line dancing competition at the Oklahoma Senior Games, our teams show up with information, encouragement, and a few moves of their own. These efforts are part of our long-standing commitment to help seniors stay safe, engaged, and energized.

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 18 scholarships — more than \$1 million — 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 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. With this year’s cohort, 34 participants have completed the program, supporting local talent, strengthening public schools, and helping participants build brighter futures for themselves and their families.

DonorsChoose

We recognize 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. In the 2024-2025 academic year, these funds supported 228 projects for 134 teachers across 82 schools where a majority of students come from low-income households.

Student Spotlight

Malcolm Williams



As a 2021 recipient of the OG&E Positive Energy Scholarship, Malcolm Williams is a shining example of how opportunity and ambition can come together to create a lasting impact. After graduating from the University of Oklahoma, Malcolm is now pursuing a master’s degree. He continues to encourage high school seniors to apply by sharing his scholarship journey and academic experience.

His former advisor shared her pride in his accomplishments and appreciation for the support that helped make them possible:

“Thank you, OG&E, for supporting deserving students and families through the OG&E Positive Energy Scholarship and for choosing Malcolm as a recipient. We appreciate OG&E for providing resources to the communities in which it operates. I look forward to watching Malcolm and the other scholars continue to pursue careers in STEM.”

Alissa Antwine
Piedmont High School’s leadership and student council advisor

United Way

United Way and their partner agencies serve 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 raise more than \$1 million every year for the 15 United Ways across our service area through employee contributions, bake sales, car shows, auctions, and a company foundation match.

Sunbeam Family Services

We partnered with Sunbeam Family Services to celebrate the opening of the Inasmuch Foundation Gross Motor Room. Our team sponsored the STEAM equipment and activities that will spark curiosity and creativity in babies and toddlers. Before the room opened, we set up the equipment so families could enjoy it right away. By investing in early learning programs and partnering with organizations like Sunbeam, we help build strong foundations for success in school and life.



Mental Health Association Oklahoma (MHAOK)

Our partnership with MHAOK supports efforts to address homelessness and mental health challenges in Oklahoma City. We support their Street Outreach and Supportive Housing programs, which provide direct, on-the-ground assistance by connecting individuals with housing, health care, and other essential services. Together, we're helping some of our most vulnerable neighbors take steps toward stability, recovery, and long-term housing.



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 71 Virtual Field Trip sessions during the 2023-2024 school year, providing art education to over 1,600 students from seven counties in Oklahoma.

Oklahoma Contemporary

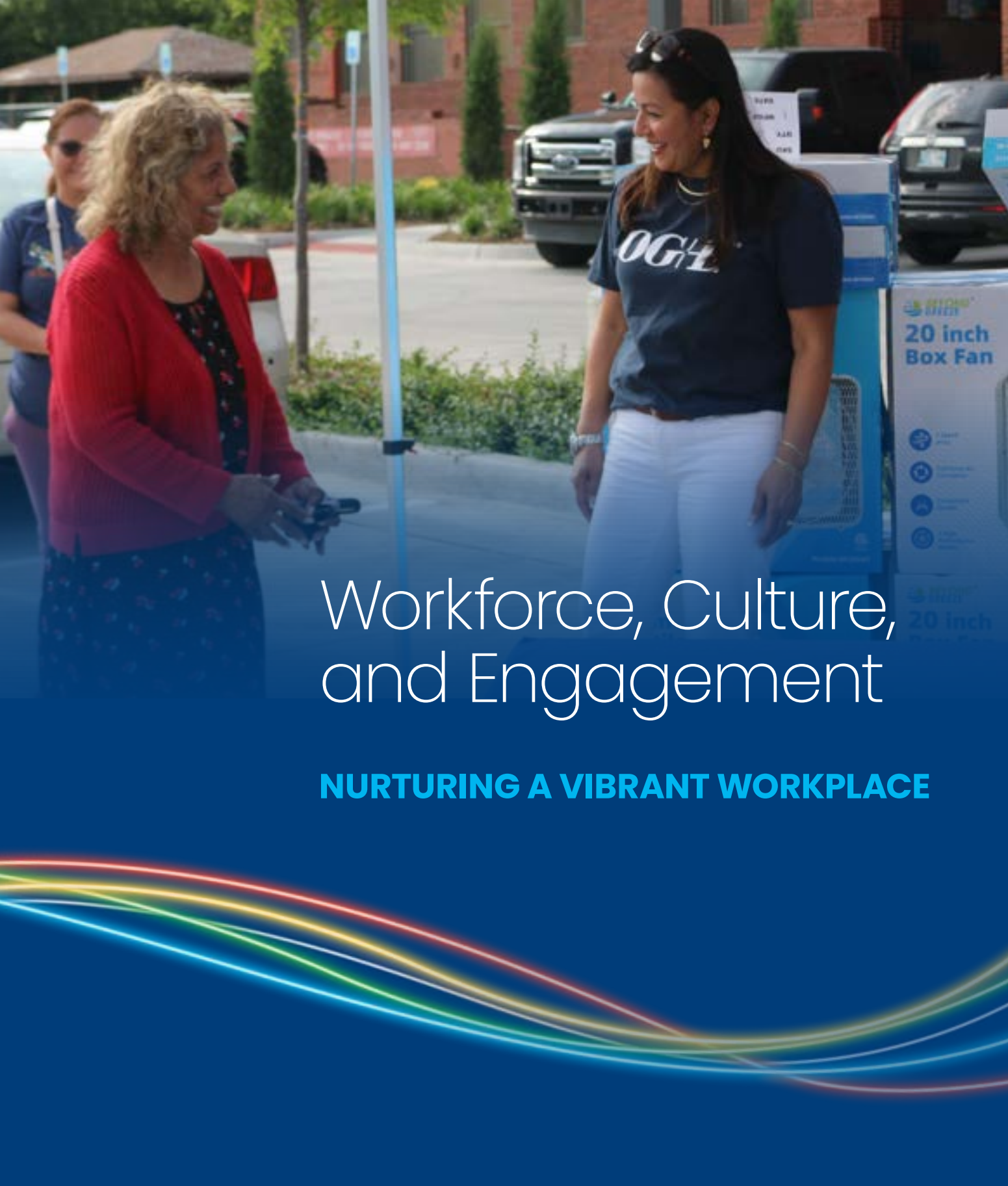
Our partnership with the Oklahoma Contemporary Art Center for Second Saturday offers children and families in the community creative art experiences at no cost. This event features interactive art creation and gallery explorations tailored for visitors of all ages. Second Saturday offers a unique opportunity for families to spend quality time together while fostering creativity and art appreciation. In 2024, Second Saturday engaged 2,870 neighbors across Oklahoma, expanding access to art and cultural experiences.

Allied Arts

Every year, we support a workplace campaign for Allied Arts, a nonprofit organization that raises over \$3.6 million annually to benefit more than 40 arts organizations in Central Oklahoma. These include the National Cowboy and Western Heritage Museum, OKC Ballet, the OKC Philharmonic, Science Museum Oklahoma, and 37 additional arts agencies that make 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 to help make the arts are accessible and affordable for everyone.

OG&E linemen participate in Golden Swans ballet class





Workforce, Culture, and Engagement

NURTURING A VIBRANT WORKPLACE

At OGE Energy, our century-long legacy of integrity continues to shape a culture where employees live out our core values and beliefs. These principles are the heartbeat of our organization—strengthening the foundation built by those before us and guiding us toward a future of excellence.

Our companywide belief that one incident is too many drives our safety culture. We are steadfast in our commitment to an incident- and injury-free workplace, prioritizing the well-being of our employees, customers, and the communities we serve.

We foster a collaborative and inclusive environment where ideas thrive and perspectives are respected. This culture of openness and innovation leads to thoughtful decision-making that reflects the needs of our customers, communities, and stakeholders.

Every employee plays a vital role in our success. We support ongoing personal and professional growth, enriching both individual lives and our collective impact. United by shared values, we are part of a mission greater than ourselves—striving for excellence in all we do.

OUR COMMITMENT TO SAFETY

Safety is a Value

Our companywide 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.

In 2024, OG&E earned the number one spot in safety performance amongst the Southeast Electric Exchange . This prestigious recognition reflects our team’s dedication to safe practices every day and reinforces our commitment to safety excellence.

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

- A sustained decline in our incident rate, with the last nine years being the safest years in our history.

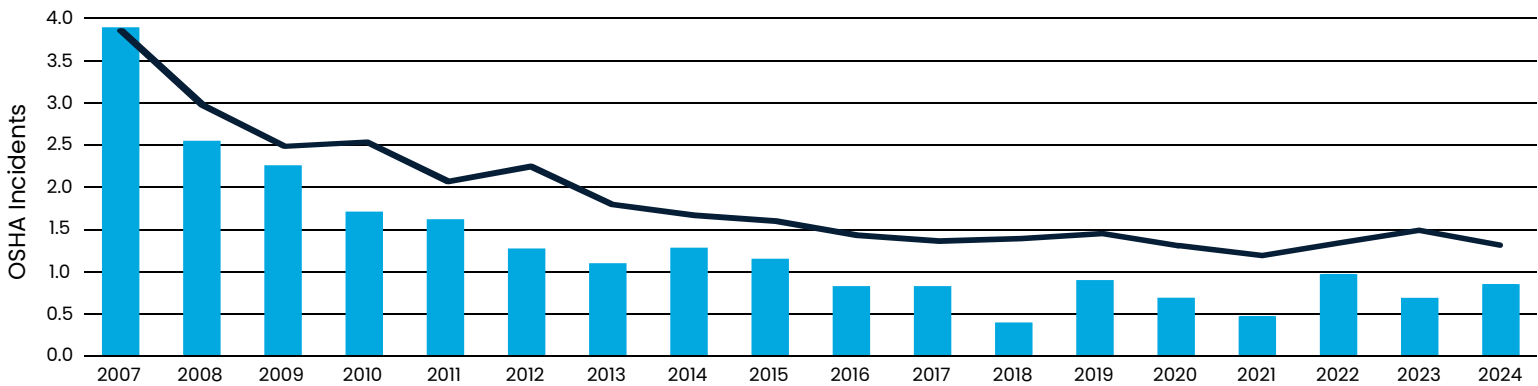
- Our OSHA Total Recordable Incident Rate (TRIR) rates rank among the lowest in the Southeastern Electric Exchange.
- An over 78% reduction in our OSHA TRIR rate since 2007.
- A decrease of 85% in our Days Away, Restricted, Transfer Rate (DART) since the 2007 baseline.

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) 2007-2024

OG&E
Edison Electric Institute Peer Group



85%*



DART

Days Away Restricted and Transfer Rate

78%↓



OSHA Total Recordable Incident Rate



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

Jerrie Looney
Safety Professional
of the Year



The American Society of Safety Professionals OKC chapter recognized Jerrie Looney, Senior Health, Safety, & Quality Professional, as Safety Professional of the Year for her outstanding dedication and hard work. Jerrie demonstrates exceptional commitment to the occupational safety and health field and actively advances the profession. Her efforts directly enhance employee well-being and reinforce our organization’s safety culture.

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 nearly 2,300 employees and nearly 2,600 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 expanded 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.



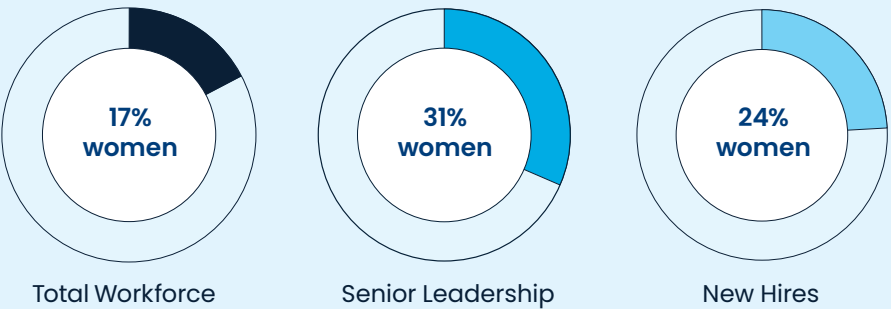
OGE Energy was named a Best Employer in Oklahoma as part of the Forbes 2024 America’s Best-In-State Employers survey. In 2024, OGE Energy was recognized as a national Top Workplace by USA Today.

These recognitions highlight what makes our company a great place to work: strong values, managers who invest in employee growth, a sense of meaningful work, and a culture where employees are honored to recommend OGE Energy. We will build on this momentum and continue to make OGE Energy an outstanding workplace for all.

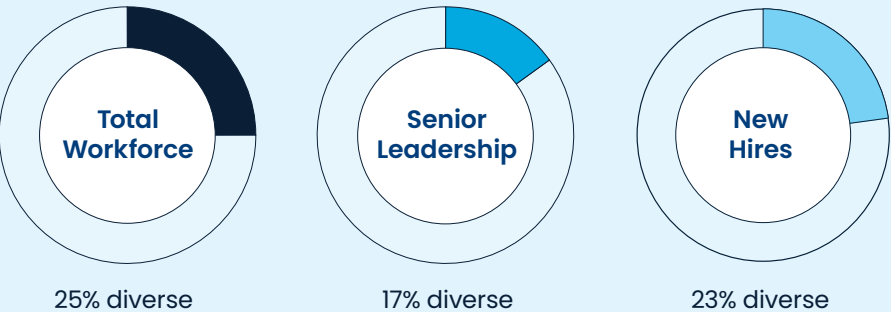
Workforce Demographics

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

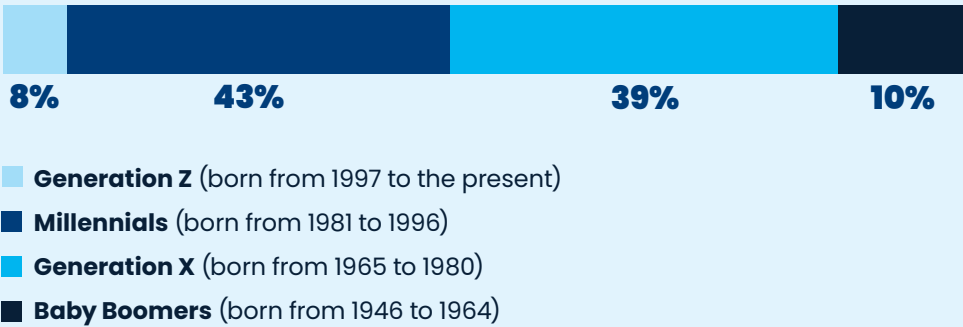
Gender



Race & Ethnicity



Generational Diversity



Note: Senior Leadership reflects top 83 leaders and managers. Year-end 2024 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 University of Idaho’s Energy Executive Course and Summit, 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 Apprentice 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, 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 more than six weeks learning OG&E processes and the 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 wide 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 OG&E apprenticeship programs.
- **Military Transition Support** – Partner with the Department of Defense SkillBridge program to help service members transition from military to civilian careers.

Workforce Development Spotlight

Ayden Sweet From intern to full-time employee



Ayden Sweet, O&M Technician I, began his career at OG&E through the Advanced Manufacturing internship program in June 2024. He recently shared insights about his transition from intern to full-time employee, highlighting how the hands-on experience shaped his understanding of plant operations.

“The internship gave me a huge head start,” Ayden said. “I got to shadow the operations and maintenance teams, ask questions, and get hands-on with real equipment. By the time I started full-time, I already understood how the plant runs and what was expected of me. That made my transition much smoother.”

Now a full-time member of the plant operations team at Mustang Energy Center, Ayden credits the internship with deepening his appreciation for the work and inspiring him to stay with the company.



CHAMPIONING AN INCLUSIVE CULTURE

OG&E’s inclusion strategy focuses on five key pillars that foster a culture of teamwork and respect while embracing the uniqueness of each person. We create a workplace where employees feel connected, empowered, and able to contribute to meaningful results. We strengthen our organization by advancing these efforts. Through partnerships with community organizations and educational institutions, we expand awareness of our industry and build talent pipelines for critical roles across our service area.

In 2024, OG&E reaffirmed its commitment to inclusion and belonging by updating our company inclusion statement:

At OG&E, we foster a workforce that mirrors the rich diversity of the communities in which we live and serve. Driving an inclusive workplace where we share ideas and leverage our different experiences and perspectives results in business decisions that address the needs of our various stakeholders. Our inclusive and collaborative culture encourages creative and innovative thinking, embraces ideas from all our members, and enables us to grow our business, members, and communities.



Employee Engagement

Creating a respectful and inclusive workplace supports collaboration, professional growth, and work-life balance through employee resource groups, open communication, and flexible work options.



Talent Management/Workforce Development

Partnering with schools, community organizations, and industry groups expands awareness of utility careers and strengthens the workforce through training, certifications, and continuous development.



Community Engagement

Using inclusive language and imagery, offering multiple support channels, and listening to customer feedback improves service experiences and builds stronger community connections.



Customer Focus

Providing affordable electricity, supporting local development, and investing in sustainable practices helps meet the needs of underserved communities and promotes long-term community well-being.



Supply Chain Resilience

Collaborating with small and local businesses broadens the supplier base, reduces risk, and drives economic growth across the service area.



Who We Are
Stewardship Highlights
Letter from our CEO
Community Impact
Workforce, Culture, and Engagement
Environmental Stewardship
Corporate Governance
Appendix

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 24% 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 efforts.



ASIAN & PACIFIC
ISLANDER
TOGETHER™
OGE



BLACK
TOGETHER™
OGE



HACEMOS
TOGETHER™
OGE



INDIGENOUS
TOGETHER™
OGE



NEW MEMBERS
TOGETHER™
OGE



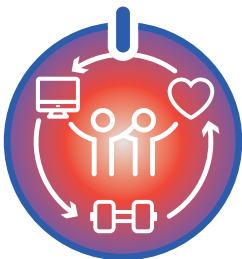
PRIDE
TOGETHER™
OGE



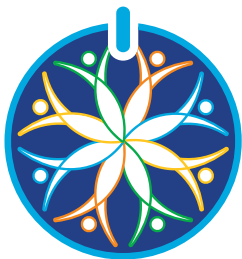
PUBLIC SERVICE
LEADERS
TOGETHER™
OGE



VETERANS
TOGETHER™
OGE



WELLNESS
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 inclusion and belonging 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.



2024 MRG Leadership Summit

Partnership Spotlight

Esperanza Elementary



Our Hacemos TOGETHER Member Resource Group partnered with Esperanza Elementary to bring Halloween joy to students. Members organized a companywide costume drive, donated candy, and volunteered their time to help set up the school’s Halloween parade and distribute costumes to students in need.



Indigenous TOGETHER hosts Chief of the Osage Nation



Veterans TOGETHER volunteer at Buddy Smith House



Pride TOGETHER presents donation to SISU Youth Services



New Members TOGETHER volunteer at Positive Tomorrows



Supporting Local Suppliers

We continue to strengthen supplier resiliency by partnering with small businesses, and businesses owned by minorities, women, and veterans. Since 2021, we’ve spent over \$400 million with these vendors and over \$1 billion with local vendors in Oklahoma and Arkansas with plans to continue expanding our vendors in the future. We are partnering with local vendors and expanding 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 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.

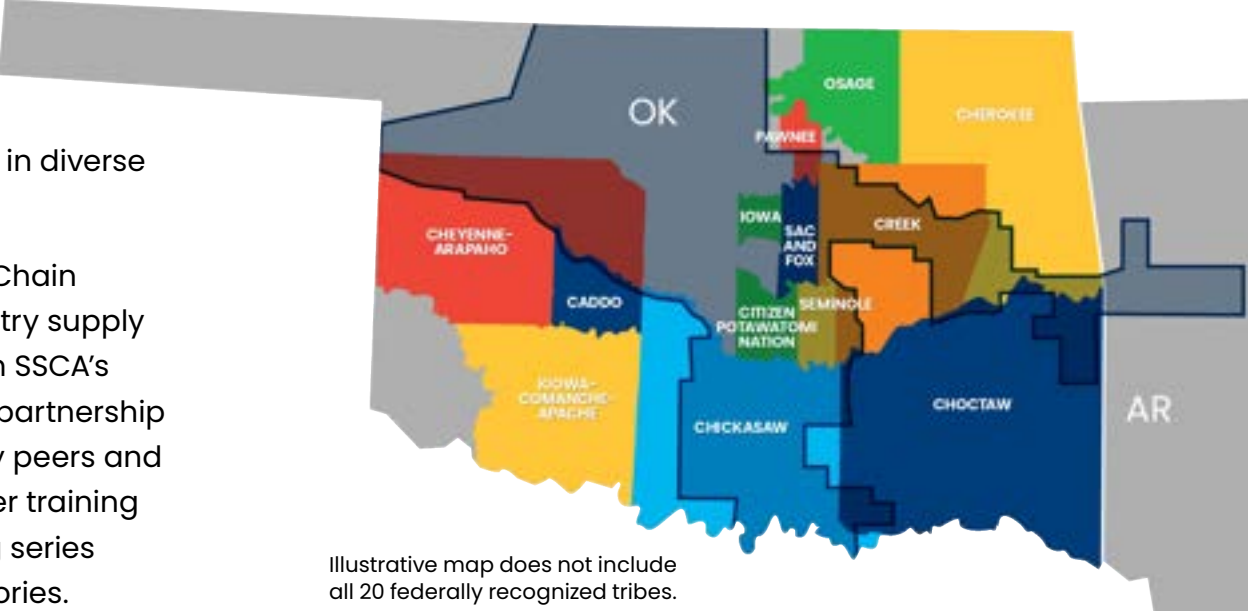
OGE Energy is a member of the Sustainable Supply Chain Alliance (SSCA) that works to advance electric industry supply chain sustainability best practices. We participate in SSCA’s annual supplier ESG data assessment. Through our partnership with SSCA we benchmark ourselves against industry peers and 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 honored 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.

In April 2024, OG&E and the Choctaw Nation of Oklahoma announced a new chapter in their ongoing tribal partnership. The US Department of Energy awarded an Energy Improvements in Rural or Remote Areas grant to the Choctaw Nation, supported by 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





Environmental Stewardship

OUR APPROACH

We are dedicated to sustainability and environmental stewardship, actively protecting and conserving natural resources and habitats in Oklahoma and western Arkansas. Our employees, who live in this region, are focused on incorporating cleaner energy sources and leveraging renewables to better serve our communities. We are also minimizing our reliance on freshwater and leading initiatives to preserve biodiversity.

Our region is experiencing rapid growth and increasing demand for electricity. OGE Energy supports this growth by leveraging our low rates and pursuing lower emissions generation. Our 2024 Integrated Resource Plan (IRP) emphasizes the need for significant investments in efficient natural gas turbines and solar to meet future energy needs.

Environmental stewardship guides our decisions on power generation, operations, economic development, and community engagement. We have made significant strides by adding smart meters, wind and solar generation, and improving our environmental footprint. These efforts benefit our customers and contribute to the overall well-being of our communities.



Affordable and Reliable Cleaner Energy Investments

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



Protecting our Natural Resources

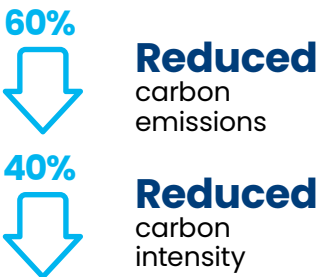
- Improve air quality
- Smart water consumption and reuse
- Preserve our unique biodiversity
- Reduce waste through reuse and recycling



Partnerships for Cleaner Energy Innovation

- Clean tech investments

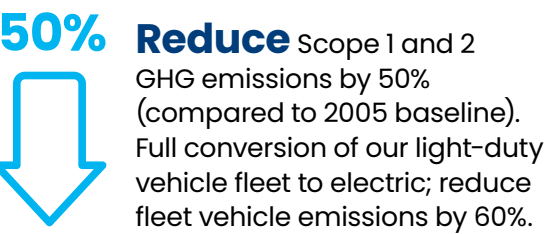
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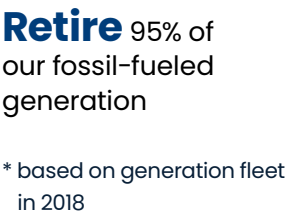
2030:



2030:



2050:



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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 \$7.3 billion* of planned investments in transmission, distribution, generation reliability and capacity, resilience, and economic expansion projects.



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 lower emissions generation and participation in the regional energy market.

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 hardening and preparedness of generation assets in response to extreme winter weather

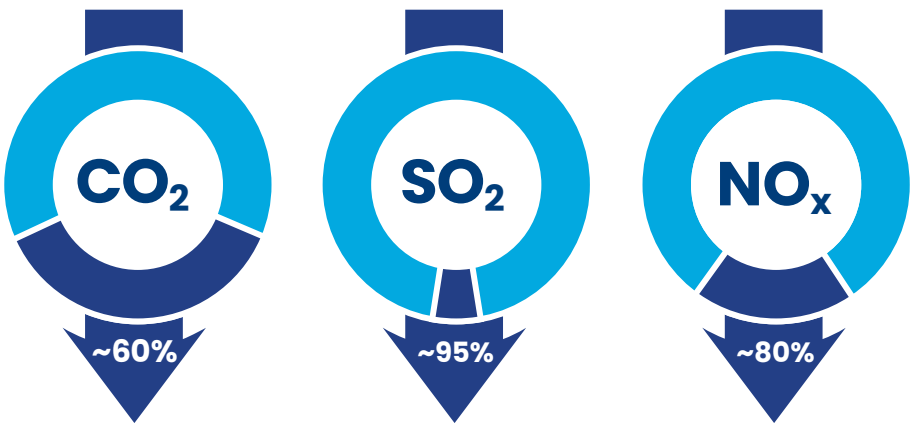
Regular cadence of cross-functional preparedness exercises including participation and engagement in industry events such as **GridEx and a leadership role in the EEI's National Response Event planning**

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.

The key to a sustainable future is ongoing renewable energy investments that reduce our environmental footprint. We are leading the way in solar generation as the first utility in Oklahoma to offer universal solar power to customers.

Progress on Emissions Reductions (2024 v. 2005 baseline)



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 cleaner 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.¹ 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,² 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.



¹ 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.)

² based on 2018 fleet



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

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

OG&E’s high-voltage transmission lines help deliver wind energy within the SPP. The innovative, flexible operations of our traditional generation fleet, combined with our quick-start combustion turbines, support the grid stability required for increased amounts of additional 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 38% of power generation in 2024, far exceeding the US average of 17% for wind and solar. During one day in 2023, the SPP set a record by serving over 90% of the electric demand across its service area with renewable energy resources.*

* source EIA 2024

In 2024, emission-free resources in the SPP accounted for over 46% of SPP market generation, exceeding the US average of 41%. OG&E’s customers benefit from our participation in the SPP market through lower cost energy, greater access to cleaner energy, and improved reliability through access to diverse generation resources within the SPP.

Renewable energy and other cleaner energy technologies such as batteries and storage represent 71% of pending future generation interconnection requests under study at the SPP likely increasing access to cleaner energy resources in the future.

SPP Leading the Charge

SPP & US Generation Sources

	Generation Type	SPP**	US**
Emission-free	Wind & Solar	38%	17%
	Nuclear	5%	18%
	Hydro	3%	6%
	Emission-free	46%	41%
	Renewable	38%	17%

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

** US EIA 2024 data

Environmental Management Systems

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.



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 solutions throughout our service area.

Modernizing Our Vehicle Fleet

We are actively replacing our light-duty vehicles with EVs, with a goal to replace 100% by 2030. This 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. Through partnerships with the Oklahoma Tax Commission and the Edison Electric Institute, we’ve advanced EV infrastructure and supported the launch of the National Electric Highway Coalition (NEHC).



This nationwide effort is focused on creating a seamless network of fast-charging stations along major U.S. travel corridors, giving drivers confidence to travel longer distances in electric vehicles and supporting the transition to cleaner transportation.

The NEHC EV corridor map shows ready and pending charging routes across the country, including OG&E’s service area, reinforcing our commitment to making EV travel practical and convenient.



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.



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.

GreenCare Project

In partnership with the Choctaw Nation of Oklahoma, OG&E is helping deliver energy efficiency upgrades and microgrid technology to the Poteau campus—home to vital services for tribal citizens and the broader community. These improvements are projected to save approximately 682 megawatt hours annually, reduce carbon emissions by an estimated 323 metric tons, and potentially lower electric bills by nearly \$140,000 each year. The project delivers reliable energy and creates job opportunities in underserved tribal communities, bringing long-term benefits to the people who need them most.



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.

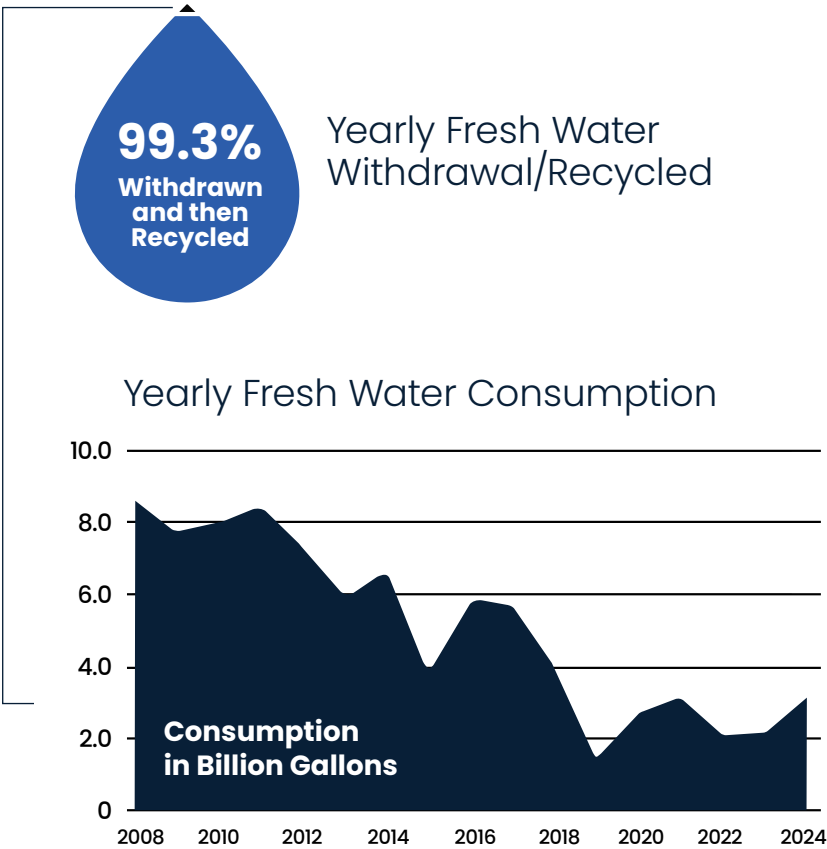
Conserving Water for our Communities

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 3.1 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 Resource 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.

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.





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.



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 2,327 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 hoof stock.

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.

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, 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.

Additionally, we have turned our largest process waste stream—coal ash — into an in-demand material in construction projects. During 2024, approximately 95 percent of the ash from OG&E’s River Valley, Muskogee and Sooner power plants was recovered and reused offsite 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 approximately four million tons of CO₂ emissions in the last 16 years.

Recycled Waste*



Repurposed Wood
Poles, Spools, etc.
101,000 lbs



Paper and Mixed
Office Waste
189,000 lbs



Batteries
Lead Acid, Lithium, NiMH
6,700 lbs



Lamps
3,900 lbs



Scrap Metal
7,660,000 lbs



Computers
53,500 lbs



Used Oil
Mineral & Motor Oil
36,000 gallons



Reused Coal Ash
107,000 tons

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 sileage 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 342 deliveries of browse to the zoo, donating more than 4.6 million pounds of resources, which would typically have been disposed of or chipped.





Corporate Governance

MAKING DECISIONS FOR TODAY AND TOMORROW

We prioritize strong corporate governance to energize life for today and tomorrow, a commitment we have upheld since our inception. Our life-sustaining and life-enhancing products and services enrich our communities, foster growth, and elevate the quality of life for our customers. This mission helps keep our employees and the public safe, minimize our environmental footprint, strengthen and grow our local communities, and deliver effective corporate governance to create value for all stakeholders.

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

DIRECTOR SKILLS AND QUALIFICATIONS

Our Board of Directors offers varied and extensive experience to actively oversee and guide our stewardship culture, including environmental, social, and governance strategies. Each member is elected annually by a majority vote of the Company’s common stockholders. Except for our CEO and President, all Board members are independent, including those serving on standing committees. The independent directors appoint a lead independent director each year, who has robust duties such as reviewing and approving Board and committee agendas and presiding over executive sessions of independent directors. These sessions ensure thorough 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, while considering the impact on other stakeholders, including customers, employees, and the communities we serve. The Board is responsible for overseeing the Company’s long-term strategic plans and risk management practices, which encompass major strategic, financial, operational, and compliance matters.

Board Composition

Average Tenure

6 Years

Independent Directors

9 out of 10 Independent

Lead Director, Independent

Gender Diversity



30% Women

Racial/Ethnic Diversity



10% Diverse

Board of Directors



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



Peter D. Clarke
Retired Partner,
Jones Day



Lyle Ganske
Of Counsel,
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
Chairman & CEO,
ArcBest Corporation



David R. Rainbolt
Executive Chairman,
BancFirst Corporation



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 inclusion, 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, the Board of Directors, and the Board’s Audit Committee. Additional discussion of the Company’s risk factors can be found in our most recent Annual Report on [Form 10-K](#).



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, EEl, 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 AND GOVERNANCE

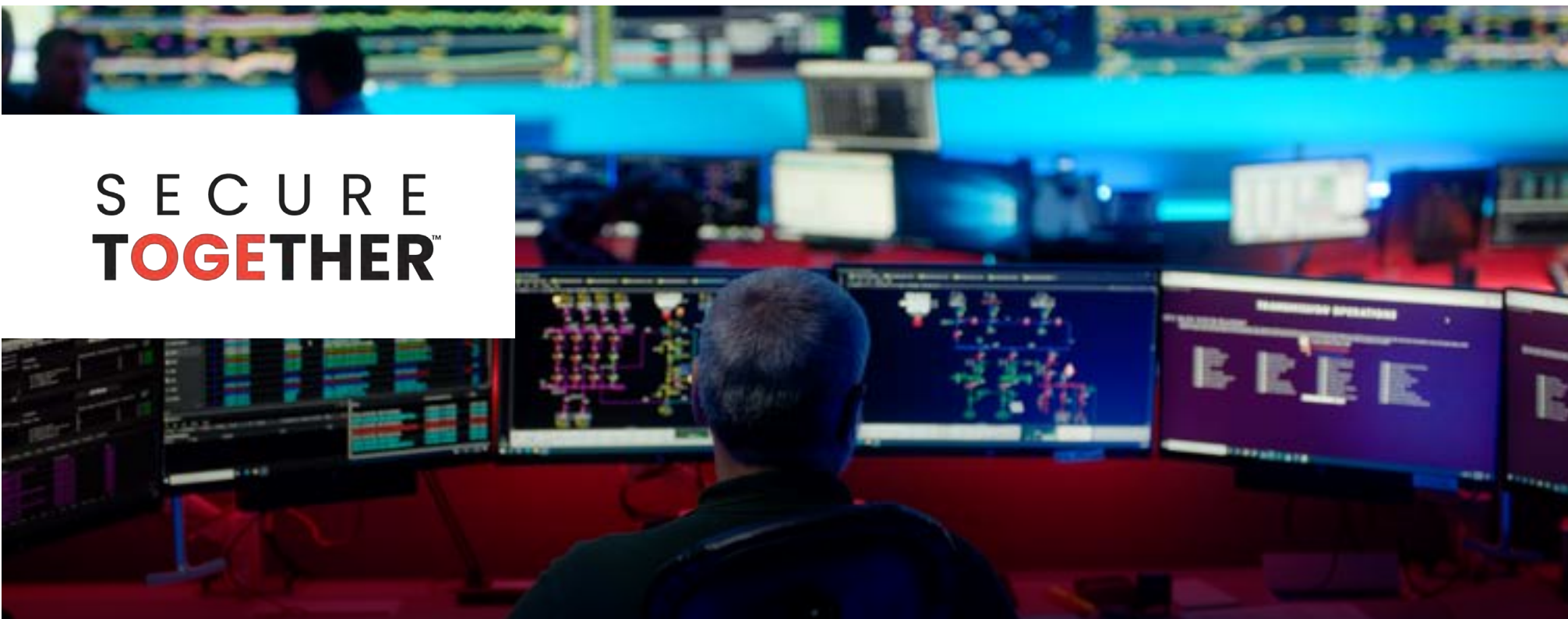
We are committed to data privacy and data governance, in particular that of our customers, partners, employees, and shareholders. Our [Data Privacy Policy](#) outlines the type of data we collect from customers and our commitment to maintaining administrative, technical, and physical safeguards designed 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](#) and [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 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. This engagement helps shape initiatives that strengthen reliability, advance sustainability, and deliver meaningful value, while keeping our customers at the center of every decision.

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.

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 incorporate 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](#).

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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 EEL, 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](#).



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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.

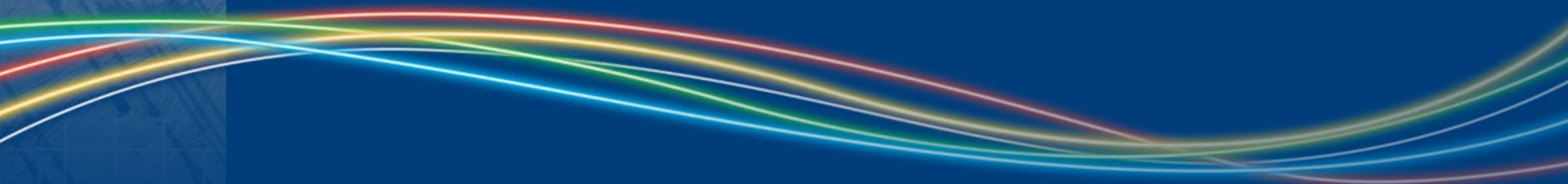
In 2023, to reinforce our commitment to environmental excellence and adherence to environmental compliance, the Company introduced a new environmental target performance goal as part of the annual incentive goals shared by all employees. The Environmental Target goal supports a workplace culture focused 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 [2025 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*		✓		✓		✓			✓	✓



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Impact

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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) CO ₂ e	1) 10,165,000
		2) Percent covered under emission limiting regulations	2) 4%
		3) Percent covered under emission reporting regulations	3) 99%
	IF-EU-110a.2	Greenhouse gas (GHG) emissions associated with power deliveries (MT CO ₂ e)	7,512,000
	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	OG&E's Climate Analysis TCFD Report
Air Quality	IF-EU-120a.1	1) Number of customers served in markets subject to renewable portfolio standards (RPS)	1) zero
		2) Percentage fulfillment of RPS target by market	2) NA
		1) NO _x MT	1) 7320
		2) SO _x MT	2) 1840
		3) PM ₁₀ MT	3) 1035
		4) Pb MT	4) 12 kg
Water Management	IF-EU-140a.1	5) Hg MT	5) 13 kg
		6) VOC	6) 280
		1) Total fresh water withdrawn (thousands of cubic meters), percent high or extremely high baseline water stress	1) 1,623,781; zero
		2) Total fresh water consumed (thousands of cubic meters), percent high or extremely high baseline water stress	2) 12,005 (footnote 2); zero
	IF-EU-140a.2	Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	zero
	IF-EU-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	OG&E Stewardship Report 2024 (Conserving Water for our Communities Section)

TOPIC	CODE	Accounting Metric	Response
Coal Ash Management	IF-EU-150a.1	Amount of CCR generated MT, percent recycled	99,000; 95%
	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 10.91 Arkansas 10.87
		2) Average retail electric rate: commercial cents/kWh	2) Oklahoma 7.82 Arkansas 9.18
		3) Average retail electric rate: industrial cents/kWh	3) Oklahoma 5.17 Arkansas 6.41
	IF-EU-240a.2	1) Typical monthly bill for residential 500 kWh	1) Oklahoma \$73.19 Arkansas \$66.72
		2) Typical monthly bill for residential 1,000 kWh	2) Oklahoma \$123.31 Arkansas \$117.84
	IF-EU-240a.4	Discussion of impact of external factors on customer affordability of electricity, including the economic conditions of the service territory	OGE Energy Corp. 10-K for fiscal year ending Dec 31, 2024 (Economic Conditions)
Workforce Health & Safety	IF-EU-320a.1	1) Total recordable incident rate (TRIR)	1) 0.86
		2) Fatality rate	2) zero
End-Use Efficiency & Demand Response	IF-EU-420a.1	Percent of electric utility revenues from rate structures that	
		1) Are decoupled and	1) 0%
		2) Contain a lost revenue adjustment mechanism (LRAM)	2) < 1%
	IF-EU-420a.2	Percent of MWh of electric load served by smart grid technology	100%
	IF-EU-420a.3	Customer electricity savings from efficiency measures (MWh)	214,250 MWh

TOPIC	CODE	Accounting Metric	Response
Grid Resilience	IF-EU-550a.2	1) SAIDI	1) 97.33
		2) SAIFI	2) 0.82
		3) CAIDI	3) 118.50
Activity Metric	IF-EU-000.A	1) Number of residential customers	OGE Energy Corp. 10-K for fiscal year ending Dec 31, 2024 (Actual Number of Electric Customers)
		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)	OGE Energy Corp. 10-K for fiscal year ending Dec 31, 2024 (Electric Energy Sold)
		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)	OGE Energy Corp. 10-K for fiscal year ending Dec 31, 2024
		2) Length of distribution lines (km)	
	IF-EU-000.D	1) Total electricity generated MW (net of station use)	OGE Energy Corp. 10-K for fiscal year ending Dec 31, 2024 (Generation)
		2) Percent in regulated markets	
		1) Percent coal	
		2) Percent natural gas	OGE Energy Corp. 10-K for fiscal year ending Dec 31, 2024 (Fuel Supply and Generation)
		3) Percent renewables (wind and solar)	
	IF-EU-000.E	Total wholesale electricity purchased MWh	OGE Energy Corp. 10-K for fiscal year ending Dec 31, 2024

Footnotes

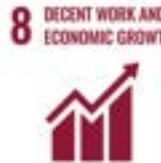
- 1) Scope 1 emissions reflect 100% owned and operated including 100% share for units McClain and Redbud
- 2) Data reflects fresh water withdrawal and consumption only and excludes waste water used in our processes. Total withdrawal of all water is 2,116 billion cu meters from all sources including fresh and waste water withdrawal of which 0.3% is municipal effluent. Total consumption of water (fresh and other sources) is 13,020 MM cu meters of which, over 40 percent is municipal effluent.
- 3) Edison Electric Institute Report “Typical Bills and Average Rates Report Summer 2023” - 12 months ending 06/31/2024
- 4) Edison Electric Institute Report “Typical Bills and Average Rates Report Summer 2023” - 12 months ending 06/31/2024
- 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 (MTCO₂e)

Emissions Scope		2022	2023	2024	Notes/Comments
Scope 1	Total	1,005,000	9,079,000	10,165,000	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.
	Electric Generation	9,958,000	9,017,000	10,104,000	The vast majority of OGE Scope 1 emissions consist of monitored CO ₂ 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.
	Other				We include in our total Scope 1 emissions above those emissions from smaller ancillary combustion sources that operate infrequently, such as emergency firefighting equipment.
	SF6	10,800	23,700	31,250	Also included are 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.
	Vehicles	9,400	10,300	11,200	
Scope 2					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. 2024 Scope 2 emissions are estimated.
	Location Based	410	385	400	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.
Scope 3					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.
	Category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)	8,621,000	8,095,000	7,512,000	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.

UN SDG 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, as well as links to our approach for each topic as detailed in this report.

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



Who We Are

Stewardship Highlights

Letter from our CEO

Community Impact

Workforce, Culture, and Engagement

Environmental Stewardship

Corporate Governance

Appendix

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

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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